

**DAVID G. ALLEN, Ph.D.**  
**CURRICULUM VITA**  
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**POSITION**

**Luther Henderson University Chair of Management & Leadership**  
**Associate Dean for Graduate Programs**

Neeley School of Business  
Texas Christian University  
Fort Worth, TX 76129

**Former Editor-in-Chief *Journal of Management* 2017-2020**

**Fellow:** American Psychological Association; Society for Industrial and Organizational Psychology; Southern Management Association

**ACADEMIC**  
**APPOINTMENTS**

University of Warwick Business School

2013-present Distinguished Research Environment Professor

Fall 2013 Visiting Professor

TCU and UNTHSC School of Medicine

2019-present Professor: Scholarly Pursuit & Thesis Mentor

Rutgers University, School of Management and Labor Relations

2015-2017 Professor and Department Chair

University of Memphis, Fogelman College of Business

2012-2015 Distinguished Professor of Management

2010-2015 Full Professor (with tenure), Management

2004-2010 Associate Professor (with tenure), Management

1998-2004 Assistant Professor, Management

University of Melbourne

2018-present Visiting Professorial Fellow

IESE Business School

Fall 2013 Visiting Professor

**EDUCATION**

Ph.D. 1999

Major in Personnel and Employment Relations

Minor in Quantitative Methods

*W. T. Beebe Institute of Personnel and Employment Relations*  
*Georgia State University*

Master's and Bachelor's of Science in Management

*Georgia Institute of Technology*

Global Business Certificate

*Harvard Business School*

## BOOKS

Allen, D.G. & Vardaman, J.M. (expected 2021). *Global Talent Retention*. Emerald Publishing: UK.

Hom, P.W., Allen, D.G., & Griffeth, R.W. 2020. *Employee Retention and Turnover: Why Employees Stay or Leave*. Routledge.

Allen, D.G. & Bryant, P.C. 2012. *Managing Employee Turnover: Dispelling Myths and Fostering Evidence-Based Retention Strategies*. Business Expert Press: New York, NY.

## PUBLICATIONS

Kim, K.Y., Messersmith, J.G., & Allen, D.G. (in press). Are they worth it? Warmth and competence perceptions influence the investment of slack resources in and the efficacy of HPWS. *Personnel Psychology*.

Cacciotti, G., Hayton, J.C., Mitchell, J.R., & Allen, D.G. (2020). Entrepreneurial fear of failure: Scale development and validation. *Journal of Business Venturing*, 35  
<https://doi.org/10.1016/j.jbusvent.2020.106041>

Rubenstein, A.L., Peltokorpi, V., & Allen, D.G. (2020). Work-home and home-work conflict and voluntary turnover: A conservation of resources explanation for contrasting moderation effects of on- and off-the-job embeddedness. *Journal of Vocational Behavior*, 119  
<https://doi.org/10.1016/j.jvb.2020.103413>

Bapuji, H., Patel, C., Ertug, G., & Allen, D.G. (2020). Corona crisis and inequality: Why management research needs a societal turn. *Journal of Management*, 46, 1205-1222.  
Editorial Commentary  
<https://doi.org/10.1177/0149206320925881>

Allen, D.G. (2020). Closing Editorial. *Journal of Management*, 46, 767-770.  
Editorial  
<https://doi.org/10.1177/0149206320929087>

Aguinis, H., Villamor, I., Lazzarini, S.G., Vassolo, R.S., Amoros, J.E. & Allen, D.G. (2020). Conducting Management research in Latin America: Why and what's in it for you? *Journal of Management*, 46, 615-636.  
Editorial Commentary  
<https://doi.org/10.1177/0149206320901581>

Rubenstein, A.L., Allen, D.G., & Bosco, F.A. (2019). What's past (and present) is prologue: Interactions between justice levels and trajectories predicting behavioral reciprocity. *Journal of Management*, 45, 1569-1594.  
<https://doi.org/10.1177/0149206317728107>

Porter, C. M., Woo, S. E., Allen, D. G., & Keith, M. G. (2019). How do instrumental and expressive network positions relate to turnover? A meta-analytic investigation. *Journal of Applied Psychology*, 104, 511-536.  
<http://dx.doi.org/10.1037/apl0000351>

Reiche, S.R., Lee, Y., & Allen, D.G. (2019). Actors, structure, and processes: A review and conceptualization of global work integrating IB and HRM research. *Journal of Management*, 45, 359-383. <https://doi.org/10.1177/0149206318808885>

Michel, J.W., Tews, M.J., & Allen, D.G. (2019). Fun in the workplace: A review and expanded theoretical perspective. *Human Resource Management Review*, 29, 98-110. <https://doi.org/10.1016/j.hrmr.2018.03.001>

Trusty, J., Allen, D.G., & Fabian, F. (2019). Hunting while working: An expanded model of employed job search. *Human Resource Management Review*, 29, 28-42. <https://doi.org/10.1016/j.hrmr.2017.12.001>

Hancock, J.I., Vardaman, J.M., & Allen, D.G. (2019). Kappa and Alpha and Pi, oh my: Beyond traditional inter-rater reliability using Gwet's AC<sub>1</sub> statistic. *Research in Human Resource Management* (Eds. E. Stone-Romero & P. Rosopa). Information Age.

Methot, J.R., Rosado-Solomon, E., & Allen, D.G. (2018). The network architecture of human capital: A relational identity perspective. *Academy of Management Review*, 43, 723-748.

<https://doi.org/10.5465/amr.2016.0338>

\* 2019 AMR Best Paper Award Finalist

Vardaman, J.M., Allen, D.G., Rogers, B.L. (2018). We are friends but are we family? Organizational identification and nonfamily employee turnover. *Entrepreneurship Theory and Practice*, 42, 290-309. <https://doi.org/10.1177/1042258717749235>

Allen, D.G. (2018). Rethinking Impact. *Journal of Management*, 44, 2507-2510.

Editorial

<https://doi.org/10.1177/0149206318785902>

Allen, D.G. & Vardaman, J.M. (2017). Recruitment and retention across cultures. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 153-181.

<https://doi.org/10.1146/annurev-orgpsych-032516-113100>

Bilgili, T.V., Calderon, C.J., Allen, D.G., & Kedia, B.L. (2017). Gone with the wind: A meta-analytic review of executive turnover, its antecedents, and post-acquisition performance. *Journal of Management*, 43, 1966-1997.

<https://doi.org/10.1177/0149206316635252>

Hancock, J.I., Allen, D.G., & Soelberg, C. (2017). Collective turnover: An expanded meta-analytic exploration and comparison. *Human Resource Management Review*, 27, 61-86.

<http://dx.doi.org/10.1016/j.hrmr.2016.06.003>

Holtom, B.C., Goldberg, C.B., Allen, D.G., & Clark, M.A. (2017). How today's shocks predict tomorrow's leaving. *Journal of Business and Psychology*, 32, 59-71.

\* Editor Commendation Award

<http://dx.doi.org/10.1007/s10869-016-9438-9>

Rogers, B.L., Vardaman, J.M., Allen, D.G., Muslin, I.S., & Baskin, M.B. (2017). Turning up by turning over: The change of scenery effect in Major League Baseball. *Journal of Business and Psychology*, 32, 547-560.

DOI 10.1007/s10869-016-9468-3

- Wang, D., Hom, P.W., & Allen, D.G. (2017). Coping with newcomer “hangover”: How socialization tactics affect declining job satisfaction during early employment. *Journal of Vocational Behavior*, *100*, 196-210.
- Biggane, J.E., Allen, D.G., Amis, J., Fugate, M., & Steinbauer, R. (2017). Cognitive appraisal as a mechanism linking negative organizational shocks and intentions to leave. *Journal of Change Management*, *17*, 203-227.
- Dineen, B.D. & Allen, D.G. (2016). Third party employment branding: Human capital inflows and outflows following ‘Best Places to Work’ certifications. *Academy of Management Journal*, *59*, 90-112. <https://doi.org/10.5465/amj.2013.1091>
- Allen, D.G., Pelkotorpi, V., & Rubenstein, A.L. (2016). When “embedded” means “stuck”: Moderating effects of job embeddedness in adverse work environments. *Journal of Applied Psychology*, *101*, 1670-1686.
- 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. <https://doi.org/10.1037/apl0000068>
- Vardaman, J.M., Allen, D.G., Otondo, R.F., Hancock, J.I., Shore L.M., & Rogers, B.L. (2016). Social comparisons and organizational support: Implications for commitment and retention. *Human Relations*, *69*, 1483-1505.
- Biggane, J.E., Allen, D.G., & Albert, L.S. (2016). The role of positive illusions in employment relationships. *Human Resource Management Review*, *26*, 270-281.
- Vardaman, J., Allen, D.G., Taylor, S., & Gondo, M. (2015). Translating turnover intentions to turnover behavior: The moderating role of network centrality. *Organization Science*, *24*, 1177-1191.
- Bosco, F.A., Allen, D.G., & Singh, K. (2015). Executive attention: An alternative perspective on general mental ability, performance, and subgroup differences. *Personnel Psychology*, *68*, 859-898.
- Peltokorpi, V., Allen, D.G., & Froese, F. (2015). Organizational embeddedness, turnover intentions, and voluntary turnover: The moderating effects of employee demographic characteristics and value orientations. *Journal of Organizational Behavior*, *36*, 292-312.
- Albert, L.S., Allen, D.G., Biggane, J., & Ma, Q. (2015). Attachment and responses to employment dissolution. *Human Resource Management Review*, *25*, 94-106.
- Allen, D.G., Hancock, J.I., Vardaman, J.M., & Mckee, D.N. (2014). Analytical mindsets in turnover research. *Journal of Organizational Behavior*, *35*, S61-S86 (IRIOP Annual Review Issue).
- Tews, M.J., Michel, J.W., & Allen, D.G. (2014). Fun and friends: The impact of workplace fun and constituent attachment on turnover in a hospitality context. *Human Relations*, *67*, 923-946.
- Vardaman, J.M., Gondo, M.B., & Allen, D.G. (2014). Ethical climate and pro-social rule breaking in the workplace. *Human Resource Management Review*, *24*, 108-118.
- Woo, S.E. & Allen, D.G. (2014). Toward an inductive theory of stayers and seekers in the organization. *Journal of Business and Psychology*, *29*, 683-703.

- Fila, M.J., Paik, L.S., Griffeth, R.W., & Allen, D.G. (2014). Disaggregating job satisfaction: Effects of perceived demands, control, and support. *Journal of Business and Psychology*, 29, 639-649.
- Vardaman, J., Cornell, P., Allen, D., Gondo, M. et al. (2014). Part of the job: The role of work conditions in the turnover process. *Health Care Management Review*, 39, 163-174.
- Allen, D.G. & Shanock, L.R. (2013). Perceived organizational support and embeddedness as key mechanisms connecting socialization tactics to commitment and turnover among new employees. *Journal of Organizational Behavior*, 34, 350-369.
- Hancock, J.I., Allen, D.G., Bosco, F.A., Pierce, C.A., & McDaniel, K. (2013). Meta-analytic review of employee turnover as a predictor of firm performance. *Journal of Management*, 39, 573 – 603.  
\*Emerald Citation of Excellence Award 2016  
<https://doi.org/10.1177/0149206311424943>
- Allen, D.G., Biggane, J.E., Pitts, M. Otondo, R., & Van Scotter, J. (2013). Reactions to recruitment web sites: Visual and verbal attention, attraction, and intentions to pursue employment. *Journal of Business and Psychology*, 28, 263-285.
- Campbell, N.S., Perry, S. Maertz, C., Allen, D.G. & Griffeth, R.W. (2013). All you need is...resources: The effects of justice and support on burnout and turnover. *Human Relations*, 66, 759-782.
- Dineen, B.R. & Allen, D.G. (2013). Internet Recruiting 2.0: Shifting Paradigms. The Oxford Handbook of Recruitment. Eds. Yu, K.Y.T. & Cable, D.M. Oxford University Press.
- Landis, R.S., Earnest, D.R., & Allen, D.G. (2013). Realistic Job Previews: Past, Present, and Future. The Oxford Handbook of Recruitment. Eds. Yu, K.Y.T. & Cable, D.M. Oxford University Press.
- Allen, D.G., Amini, M. Janz, B. Nichols, E. & Racer, M. 2013. The human supply chain: Mapping and modeling the flow of human capital for Navy 'Seabees'. *Journal of Supply Chain and Customer Relationship Management*, 2013, 1-27.
- Renn, R.W., Allen, D.G., & Huning, T.M. (2013). The relationship of social exclusion at work with self-defeating behavior and turnover. *Journal of Social Psychology*, 153, 229-249.
- Bryant, P.C. & Allen, D.G. (2013). Compensation, benefits and employee turnover: HR strategies for retaining top talent. *Compensation and Benefits Review*, 45, 171-175.
- Robinson, S. D., Griffeth, R. W., Allen, D. G., & Lee, M. (2012). Comparing operationalizations of dual commitment and its relationship with turnover intentions. *International Journal of Human Resource Management*, 23, 1342-1359.
- Marler, L.E., McKee, D., Cox, S.S., Simmering, M.J., & Allen, D.G. (2012). Don't make me the bad guy: Organizational norms, self-monitoring, and the Mum effect. *Journal of Managerial Issues*, 24, 97-116.
- Bryant, P.C. & Allen, D.G. (2012). Employment mode choices in early and late state start ups: A preliminary exploration using FsQCA. *Southern Journal of Entrepreneurship*, 4, 1-17.
- McDaniel, K.R. & Allen, D.G. (2012). Working and care-giving: The impact on caregiver stress, family-work conflict, and burnout. *Journal of Life Care Planning*, 10, 21-32.

- Earnest, D.R., Allen, D.G., & Landis, R.L. (2011). Mechanisms linking realistic job previews with turnover: A meta-analytic path analysis. *Personnel Psychology*, *64*, 865-897.
- Renn, R.W., Allen, D.G., & Huning, T.M. (2011). Empirical examination of the individual-level personality-based theory of self-management failure. *Journal of Organizational Behavior*, *32*, 25-43.
- Allen, D.G., Bryant, P.C., & Vardaman, J.M. (2010). Retaining talent: Replacing misconceptions with evidence-based strategies. *Academy of Management Perspectives*, *24*, 48-64.  
\* 2010 Outstanding Article Award, *Academy of Management Perspectives*  
\* 2011 Outstanding Practitioner Publication Award, OB Division of the Academy of Management  
<https://doi.org/10.5465/AMP.2010.51827775>
- Allen, D.G., Griffeth, R.G., Vardaman, J.M., Aquino, K., Gaertner, S., Lee, M. (2009). Structural validity and generalisability of a referent cognitions model of turnover intentions. *Applied Psychology: An International Review*, *58*, 709-728.
- Ma, R. & Allen, D.G. (2009). Recruiting across cultures: A value-based model of recruitment. *Human Resource Management Review*, *19*, 334-346.
- Bryant, P.C. & Allen, D.G. (2009). Emerging organizations' characteristics as predictors of human capital employment mode: A theoretical perspective. *Human Resource Management Review*, *19*, 347-355.
- Goldberg, C.B. & Allen, D.G. (2008). Web recruiting: Can organizations level the playing field for minority job seekers? *Human Resource Management*, *47*, 217-236.  
\* Nominee 2009 Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity
- Vardaman, J.M., Allen, D.G., Renn, R.W., & Moffitt, K.R. (2008). Should I stay or should I go: The role of risk in employee turnover decisions. *Human Relations*, *61*, 1531-1563.
- Otondo, R.F., Van Scotter, J.R., Allen, D.G. & Palvia, P. (2008). The complexity of richness: Media, message, and communication outcomes. *Information and Management*, *45*, 21-30.
- Allen, D.G., Mahto, R., & Otondo, R.F. (2007). Web-based recruitment: Effects of information, organizational brand, and attitudes toward a Web site on applicant attraction. *Journal of Applied Psychology*, *92*, 1696-1708.
- Allen, D.G., Renn, R.W., Moffitt, K.R., & Vardaman, J.M. (2007). Risky business: The role of risk in voluntary turnover decisions. *Human Resource Management Review*, *17*, 305-318.
- Maertz, C.P., Griffeth, R.W., Campbell, N.S., & Allen, D.G. (2007). The effects of perceived organizational support and perceived supervisor support on employee turnover. *Journal of Organizational Behavior*, *28*, 1059-1075.
- Allen, D.G. (2006). Do organizational socialization tactics influence newcomer embeddedness and turnover? *Journal of Management*, *32*, 237-256.
- Griffeth, R.W., Allen, D.G., & Barrett, R. (2006). Integration of family-owned business succession with turnover and life cycle models: Development of a successor retention process model. *Human Resource Management Review*, *16*, 490-507.

Allen, D.G., Weeks, K.P., & Moffitt, K.R. (2005). Turnover intentions and voluntary turnover: The moderating roles of self-monitoring, locus of control, proactive personality, and risk aversion. *Journal of Applied Psychology, 90*, 980-990.

Griffeth, R.W., Steel, R.P., Allen, D.G., & Bryan, N. (2005). The development of a multidimensional measure of job market cognitions: The Employment Opportunity Index. *Journal of Applied Psychology, 90*, 335-349.

Renn, R.W., Allen, D.G., Fedor, D.B., & Davis, W.D. (2005). The roles of personality and self-defeating behaviors in self-management failure. *Journal of Management, 31*, 659-679.

Allen, D.G., Van Scotter, J.R., and Otondo, R.F. (2004). Recruitment communication media: Impact on pre-hire outcomes. *Personnel Psychology, 57*, 143-171.

Hayton, J.C., Allen, D.G., and Scarpello, V. (2004). Factor retention decisions in exploratory factor analysis: A tutorial on parallel analysis. *Organizational Research Methods, 7*, 191-205.

\* 4<sup>th</sup> Highest Total Web of Science citations of 484 articles published in ORM 1998-2017, as of May 25, 2018 (Aguinis et al., 2018).

Allen, D.G. (2004) Explaining the link between turnover intentions and turnover: The roles of risk, personality, and intentions-behavior linkages. In Innovative Theory and Empirical Research on Employee Turnover (Eds. Hom, P. W. & Griffeth, R. W.).

Allen, D.G., Shore, L.M., and Griffeth, R.W. (2003). The role of perceived organizational support and supportive human resource practices in the turnover process. *Journal of Management, 29*, 99-118.

\* Identified among the most cited JOM articles 1975-2014 (Van Fleet & Bedeian, 2016).

\* Selected for a Society for Human Resource Management Research Translation (Feb, 2004).

Allen, D.G., Renn, R.W., and Griffeth, R.W. (2003). The impact of telecommuting design on social systems, self-regulation, and role boundaries. In J. Martocchio and G. Ferris (Eds.), Research in Personnel and Human Resources Management (Vol. 22, pp. 125-163). Greenwich, CT: JAI Press.

Allen, D.G. and Renn, R.W. (2002). Telecommuting: Understanding and managing remote workers. In Human Resources Management: Perspectives, Context, Functions and Outcomes (4<sup>th</sup> Ed.), 145-155. Prentice-Hall.

Allen, D.G. and Griffeth, R.W. (2001). Test of a mediated performance-turnover relationship highlighting the moderating roles of visibility and reward contingency. *Journal of Applied Psychology, 86*, 1014-1021.

Allen, D.G., and Griffeth, R.W. (1999). Job performance and turnover: A review and integrative multi-route model. *Human Resource Management Review, 9*, 525-548.

Aquino, K., Grover, S., Bradfield, M., & Allen, D.G. (1999). The effects of negative affectivity, hierarchical status, and self-determination on workplace victimization. *Academy of Management Journal, 42*, 260-272.

Allen, D.G. & Griffeth, R.W. (1997). Vertical and lateral information processing: The effects of gender, employee classification level, and media richness on communication and work outcomes. *Human Relations, 50*, 1239-1260.

Aquino, K., Griffeth, R.W., Allen, D.G., & Hom, P.W. (1997). An integration of justice constructs into the turnover process: Test of a referent cognitions model. *Academy of Management Journal*, 40, 1208-1227.

## **MANUSCRIPTS UNDER REVIEW**

Vardaman & Allen. Blinded for peer review. Under review *Organization Science*

Bentley, Allen, & Jiang. Blinded for peer review. *Journal of Applied Psychology*

Feng, Allen, & Seibert. Blinded for peer review. *Personnel Psychology*

## **EXTERNAL FUNDING**

Project Partner, Swiss National Science Foundation (CHF335'367; approx. 332,657 USD): Effects of pay transparency: A multi-level perspective (2019-2020).

Principal Investigator, Purdue University (\$11,500): Best Places to Work: How 'Making the List' Impacts the Strength and Sustainability of Subsequent Recruitment and Turnover Outcomes (2013). Sub-contract to SHRM Foundation grant #144.

Principal Investigator, SHRM Foundation #131 (\$30,125): Intelligence testing for selection with less adverse impact: The potential of executive attentional control (2009-2010).

Co-Principal Investigator, SHRM Foundation #130 (\$29,178): An extended model of social embeddedness: Applying social network theory to enrich job embeddedness (2009-2010).

Co-Principal Investigator, Battelle/NPRST (\$58,125): The role and potential mutability of low confidence and reduced coping ability among sailors not completing their first tour of duty (2004-2005).

Principal Investigator, National Association of Colleges and Employers (\$10,000): The use of internal marketing for the retention of diverse employees (2004).

Co-Principal Investigator, Office of Naval Research (\$181,000): The use of computer-mediated communication for recruitment (2001-2002).

Investigator, Methodist Healthcare (\$66,000): Cycle time study of patient access services through the FedEx Cycle Time Research Center (2000-2001).

Co-Principal Investigator, Office of Naval Research (\$150,000): Recruitment methods and media (2000-2001).

## **REVIEWS AND TECHNICAL REPORTS**

Arnold, A., Fulmer, I.S., Sender, A., Allen, D.G., Staffelbach, B., & Perkins, S.J. (2018). *International study on compensation and pay transparency practices*. Lucerne, Switzerland: Center for Human Resource Management, University of Lucerne.



Allen, D.G. (2011). Review of Global Human Resource Management Casebook (James C. Hayton, Ed.), Routledge. Published in Human Resource Management.

Allen, D.G. & Bosco, F.A. (2010). Technical Report, SHRM Foundation. Executive Attention as a predictor of employee performance: Reconsidering the relationship between cognitive ability and adverse impact potential.

## **PRACTICE AND TEACHING ORIENTED PUBLICATIONS**

Holtom, B. & Allen, D.G. (2019). Better ways to predict who's going to quit. *Harvard Business Review*, 16 August 2019 hbr.org.

Allen, D.G. (2012). Do most employees quit because of pay? HR Professionals of Greater Memphis, volume 2, issue 8, 16-17.

Allen, D.G. (2012). Hiring smart employees. HR Professionals of Greater Memphis, volume 2, issue 1, 11-12.

Allen, D.G. (2008). Retaining talent: A guide to analyzing and managing employee turnover. SHRM Foundation Effective Practice Guidelines, 1-43.

Miller, T. R., and Allen, D. G. (2008). The perplexing promotion problem at the Memphis police department. *Southeast Case Research Journal*, 5, 1-12.

Allen, D.G., Kilburn, A., & Kilburn, B. (2005). Retaining a diverse work force with internal marketing: A practical tool for tomorrow's work force. *NACE Journal, Summer*, 34-40.

## **CONFERENCE PRESENTATIONS AND PROCEEDINGS**

De Meulenaere, K., Allen, D.G., & Kunze, F. (August 2020). Workforce age separation and turnover: Who leaves and why? Academy of Management, Vancouver, BC Canada.

Allen, D.G. & Vardaman, J.M. (August 2020). Global talent retention. Perspectives from around the globe. Showcase symposium Academy of Management, Vancouver, BC Canada.

Aguinis, H., Villamor, I., Vassalo, R., Amoros, J., & Allen, D.G. (April 2020). Unleashing the opportunity of research in Latin America. Academy of Management Specialized Conference Advancing Management Research in Latin America, Mexico City, Mexico.

Allen, D.G., Bacon, N., & Hoque, K. (August 2019). Assessing the credibility of diversity branding: The relationship between Two Ticks 'Positive About Disabled People' certification and disability equality practices. Academy of Management, Boston MA.

Bently, F., Allen, D.G., & Jiang, K. (August 2019). I'm better than this! Managing overqualified workers using the task context. Academy of Management, Boston MA.

\* Selected for Best Papers Proceedings

- Liu, X., Allen, D.G., Greenbaum, R.L., & Zhang, Z. (August 2019). Effects of peer coaching and goal orientations on newcomers' misconduct. Academy of Management, Boston MA.
- Pustovit, S., Allen, D.G., & McKay, P. (May 2019). The devil is in the details: Understanding the mechanism behind the spread of pre-quitting behaviors. Eastern Academy of Management, Wilmington, DE.
- Allen, D.G., Bacon, N., & Hoque, K. (April 2019). The impact of the Two Ticks 'Positive About Disabled People' award on disability employment, disability equality practices, and well-being at work. Society for Industrial and Organizational Psychology, National Harbor, MD.
- Methot, J., Rosado-Solomon, E., Allen, D.G., & Pustovit, S. (January 2019). The relational architecture of employee turnover: A review and theoretical extension. Academy of Management HR Division International Conference, Dublin, Ireland.
- Bentley, F. & Allen, D.G. (September, 2018). Too much of a good thing? The turnover and performance implications of excess human capital. Strategic Management Society, Paris, France.
- Allen, D.G., Bacon, N., & Hoque, K. (August, 2018). Third party branding: Impact on disability employment, equality practices, and well-being at work. Academy of Management, Chicago, IL.
- Feng, J. & Allen, D.G. (August, 2018). Understanding voluntary turnover of discontinued entrepreneurs in salaried employment. Academy of Management, Chicago, IL.
- Aragon-Correa, J.A., Barnett, M., Martin, X., and Allen, D.G. (April, 2018). Digital technologies and their implications for management research: What should we change? A multidimensional perspective. AOM Specialized Conference: Big Data and Managing in a Digital Economy, Surrey, UK.
- Downes, P. & Allen, D.G. (April, 2018). If we build it, will they come? Data-driven model acceptance by decision makers. AOM Specialized Conference: Big Data and Managing in a Digital Economy, Surrey, UK.
- Pelkotorpi, V., Feng, J., Pustovit, S., & Allen, D.G. (August, 2017). Individual differences in reactions to socialization tactics: The role of work locus of control in newcomer socialization and retention. Academy of Management, Atlanta, GA.
- Liu, X., Allen, D.G., & Zhang, Z. (April, 2017). Why do newcomers break rules? A multi-wave investigation of deviance during organizational socialization. Society for Industrial and Organizational Psychology, Orlando, FL.
- Bentley, F., Kehoe, R., & Allen, D.G. (March-April 2017). Managing overqualified employees: Examining turnover and performance implications of excess human capital. Strategic Management Society Special Conference, Milan, Italy.
- Biggane, J.E. & Allen, D.G. (March 2017). Walking a mile in your shoes: Looking at perspective taking in employment from the lens of social networks. National Business and Economics Society, Puerto Vallarta, Mexico.
- Rubenstein, A.L., Allen, D.G., & Bosco, F.A. (August, 2016). Reciprocity dynamics over time in organizational justice and social exchange. Academy of Management, Anaheim, CA.

\* Selected for Best Papers Proceedings

Hancock, J.I., Allen, D.G., & Soelberg, C. (August, 2016). Cause and effect: An expanded meta-analytic exploration and comparison of collective turnover. Academy of Management, Anaheim, CA.

\* Selected for Best Papers Proceedings

\* Finalist for HR Division Best Conference Paper

Trusty, J., Allen, D.G., & Ma, Q. (August, 2016). An empirical test of employed job search objectives and outcomes. Academy of Management, Anaheim, CA.

Vardaman, J.M. & Allen, D.G. (May, 2016). Organizational identification and non-family employee turnover: A network analysis. Theories of Family Enterprise Conference, University of Alberta School of Business, Edmonton, Canada.

Dineen, B.R. & Allen, D.G. (October, 2015). Third party employment branding: Human capital inflows and outflows following “Best Places to Work” certifications. Wharton People and Organizations Conference, Wharton School, University of Pennsylvania, Philadelphia, PA.

Hancock, J.I., Vardaman, J.M., & Allen, D. G. (October, 2015). A typology of employed job search objectives and outcomes. Southern Management Association, St. Pete, FL.

Gaffney, N.T., Vardaman, J.M., Hancock, J.I., & Allen, D. G. (October, 2015). Going the distance: Institutional distance and international human resource management alignment. Southern Management Association, St. Pete, FL.

Bilgili, T., Calderon, C., Allen, D.G., & Kedia, B. (August, 2015). Meta-analysis of determinants of executive turnover and its effect on post-acquisition performance. Academy of Management, Vancouver, BC, Canada.

Cacciotti, G., Hayton, J.C., Mitchell, J.R., & Allen, D.G. (June, 2015). Entrepreneurial fear of failure: Scale development and validation. Babson College Entrepreneurship Research Conference, Wellesley, MA.

Bilgili, T., Calderon, C., Allen, D.G., & Kedia, B. (September, 2014). Gone with the wind: A meta-analytic path analysis of executive turnover, its determinants, and post-acquisition performance. Strategic Management Society, Madrid, Spain.

Dineen, B.R., Allen, D.G., & Biggane, J.E. (August, 2014). Best places to work: How “making the list” impacts subsequent recruitment outcomes. Academy of Management, Philadelphia, PA.

Vardaman, J.M., Allen, D.G., Hancock, J.I., Otondo, R.F., & Shore L.M. (August, 2014). Shared perceptions of organizational support and social comparisons: Implications for turnover. Academy of Management, Philadelphia, PA.

Wang, D., Hom, P.W., & Allen, D.G. (August, 2014). Avoiding newcomer “hangover”: How socialization tactics can reduce declining job satisfaction during early employment. Academy of Management, Philadelphia, PA.

Albert, L. S., Allen, D.G., Biggane, J.E and Ma, Q. (June, 2014). Attachment and loss of the employment relationship. Society for Interpersonal Theory and Research. New Haven, CT.

Hancock, J.I., Allen, D.G., Vardaman, J., & Gaffney N. (May, 2014). The pearly gates: Job search alternatives in the turnover process. Society for Industrial and Organizational Psychology, Honolulu, HI.

- Biggane, J.E. & Allen, D.G. (November, 2013). The role of positive illusions in employment relationships. Southern Management Association, New Orleans, LA.
- Hancock, J.I. & Allen, D.G. (November, 2013). The contagious nature of “water cooler” conversations: Implications for employee withdrawal. Southern Management Association, New Orleans, LA.
- Trusty, J., Allen, D.G., & Calderon, C. (June, 2013). MNC-NGO partnerships in developing countries: Moving from philanthropic to high-impact strategic alliances. Eastern Academy of Management International Conference, Seville, Spain.
- Vardaman, J., Allen, D.G., Taylor, S., & Gondo, M. (March, 2013). Translating turnover intentions to turnover behavior: The moderating role of network centrality. Western Academy of Management, Santa Fe, NM.
- Vardaman, J., Allen, D.G., Gondo, M., & Cornell, P. (November, 2012). The place makes the place, too: The role of working conditions in the turnover process. Southern Management Association Annual Meeting, Ft. Lauderdale, FL.  
\*Paper awarded Best Paper in Track.
- Hancock, J.I. & Allen, D.G. (November, 2012). Catch my drift: A social capital model of employee turnover. Southern Management Association, Ft. Lauderdale, FL.
- Allen, D. G., Biggane, J. E., Amis, J., Fugate, M. (August, 2012). Cognitive appraisal as a mechanism linking negative organizational shocks and desire to leave. Academy of Management, Boston, MA.
- Vardaman, J., Allen, D., Taylor, S., & Gondo, M. (August, 2012). Turnover intentions and voluntary turnover: The moderating role of network centrality. Academy of Management, Boston, MA.  
\* Selected for Best Papers Proceedings
- Weller, I., Holtom, B., Goldberg, C., Allen, D.G., & Clark, M. (November 2011). Predicting the consequences of shocks: A prospective perspective. Southern Management Association, Savannah, GA.
- Bosco, F.A. & Allen, D.G. (August 2011). Executive attention as a predictor of employee performance. Academy of Management, San Antonio, TX.  
\* Selected for Best Papers Proceedings
- Allen, D.G., Hancock, J.I., Vardaman, J.M., & McKee, D. (August 2011). Fifty years of turnover research: Theoretical implications of turnover methods. Academy of Management, San Antonio, TX.
- Gaffney, N.T., Kedia, B.L., Allen, D.G., & Clampit, J.A. (May 2011). Institutional distance and strategic international HRM. International Academy of Business and Economics, Barcelona, Spain.
- Hom, P.W., Rogers, K., Allen, D.G., Zhang, M., Zhao, H., & Lee, C. (April, 2011). Extending job embeddedness: An application of social network theory. Society for Industrial and Organizational Psychology, Chicago, IL.
- Marler, L.E., McKee, D., Cox, S.S., Simmering, M.J., & Allen, D.G. (October, 2010). Don't make me the bad guy: Self-monitoring, organizational norms, and the mum effect. Southern Management Association, St. Pete, FL.

Hom, P.W., Boudwin, K., Allen, D.G., & Zhang, M. (August, 2010). An extended model of embeddedness: Applying network theory to enrich job embeddedness theory. Academy of Management, Montreal CA.

Allen, D.G. (April, 2010). If we build it, will they come: Research and practice in e-recruiting. Society for Industrial and Organizational Psychology, Atlanta, GA.

Hancock, J. Moffitt, K., & Allen D.G. (April, 2010). A meta-analysis of turnover as a predictor of organizational performance. Society for Industrial and Organizational Psychology, Atlanta, GA.

Vardaman, J., Hancock, J., Allen, D.G., & Shore, L.M. (April, 2010). Group-level POS and the relationship between individual-level POS and outcomes. Society for Industrial and Organizational Psychology, Atlanta, GA.

Earnest, D.R., Landis, R.S., Allen, D.G. (April, 2010). An evaluation of realistic job previews and mechanisms of turnover. Society for Industrial and Organizational Psychology, Atlanta, GA.

Hom, P.W., Boudwin, K., & Allen, D.G. (November, 2009). An extended model of social embeddedness: Applying social network theory to enrich job embeddedness theory. Southern Management Association, Asheville, NC.

Cox, L., Marler, L., Simmering, M., & Allen, D.G. (November, 2009). Mum's the word: Development of scales to measure the Mum effect. Southern Management Association, Asheville, NC.

Morse, B.J., Weinhardt, J.M., Griffeth, R.W., Hom, P.W., Allen, D.G., & Schwerha, D.J. (June, 2009). The cross-cultural generalizability of the turnover events and shocks scale: An assessment with mexican nurses. International Human Resource Management Conference, Sante Fe, NM.

Allen, D.G. (April, 2009). Future directions in voluntary turnover research. Society for Industrial and Organizational Psychology, New Orleans, LA.

Hom, P.W. & Allen, D.G. (April, 2009). Investigating temporal parameters of turnover antecedents. Society for Industrial and Organizational Psychology, New Orleans, LA.

Bryant, P.C. & Allen, D.G. (August, 2008). The human resource architecture of emerging organizations: A process perspective. Academy of Management, Anaheim, CA.

Moffitt, K.R. & Allen, D.G. (August, 2008). Traumatic caregiver stress and organizational consequences: Mediating and moderating relationships. Academy of Management, Anaheim, CA.

Griffeth, R.W., Hom, P.W., Allen, D.G., Morse, B., & Weintraub, J. (August, 2008). Shock-driven turnover: Development and validation of the turnover events and shocks scale (TESS). Academy of Management, Anaheim, CA.

Allen, D.G., Renn, R.W., Vardaman, J., & Moffitt, K.R. (August, 2007). Risky business: The role of risk in voluntary turnover decisions. Academy of Management, Philadelphia, PA.

Ma, R. & Allen, D.G. (August, 2007). Recruitment and national culture: A value-based model of recruitment. Academy of Management, Philadelphia, PA.

Amini, M.M., Racer, M., Janz, B.D., Allen, D.G., & Nichols, E. (May, 2007). Simulation modeling of the street-to-fleet supply chain: The builder community. Navy Manpower Research and Analysis Conference. Washington DC.

Allen, D.G., Moffitt, K.R., & Huning, T. (May, 2006). The role of socialization tactics and perceived organizational support in understanding newcomer turnover. Society for Industrial and Organizational Psychology, Dallas, TX.

Mahto, R.V., Allen, D.G., & Lovvorn, A. (November, 2005). Organizational website recruitment: The role of organizational brand on pre-hire outcomes. Southern Management Association, Charleston, SC.  
\* Selected as the Best Doctoral Student Paper for the HR/Careers Track

Allen, D.G., Kilburn, A., & Kilburn, B. (August, 2005). Internal market orientation as a tool for fostering organizational social capital and retaining valued employees. Academy of Management, Honolulu, HI.

Goldberg, C.B. & Allen, D.G. (August, 2005). Web-based recruiting: Demographic characteristics as moderators of relationships between Web site characteristics and applicant attraction. Academy of Management, Honolulu, HI.

Davis, P.S., Allen, D.G., & Mahto, R.V. (August, 2005). Participation and commitment: The mediating effects of value congruence and perceived influence. Academy of Management, Honolulu, HI.

Davis, P. S., Allen, D. G., Lahiri, S., & Mahto, R. V. (June, 2005). Family business commitment: A cross validation study. Babson-Kauffman Entrepreneurship Research Conference, Wellesley, MA.

Davis, P.S., Allen, D.G., Lahiri, S., & Mahto, R.V. (November, 2004). Family commitment to family business continuance. Southern Management Association, San Antonio, TX.

Allen, D.G. (August, 2004). Do organizational socialization tactics influence newcomer embeddedness and turnover? Academy of Management, New Orleans, LA.  
\*Selected for publication in the Best Papers Proceedings

Allen, D.G., Pitts, M.G., Otondo, R.F., & Van Scotter, J.R. (August, 2004). Recruitment websites: Impact of content, website design, and media richness on applicant attraction. Academy of Management, New Orleans, LA.

Allen, D.G., Lane, M., Turan, A., Pitts, M.G., Otondo, R.F., & Van Scotter, J.R. (April, 2004). Internet recruitment: Job seekers' viewing of company websites. Society for Industrial and Organizational Psychology, Chicago, IL.

Allen, D.G., Renn, R.W., & Moffitt, K. (November, 2003). Should I stay or should I go? The role of risk in voluntary turnover decisions. Southern Management Association, Clearwater, FL.

Weeks, KP, Allen, DG, & Weeks, M. (November, 2003). Feeling busy, feeling guilty or feeling biased? The influence of cognitive load, compunction and prejudice on selection interview decisions. Southern Management Association, Clearwater Beach, FL.

Allen, D.G., Weeks, K.P., & Moffitt, K. (August, 2003). Turnover intentions and turnover: The moderating role of personality. Academy of Management, Seattle, WA.

Van Scotter, J.R., Pitts, M.G., Otondo, R.F., Allen, D.G., & Palvia, P. (March, 2003). A test of the measurement invariance of media richness over three types of media. Southern Association of Information Systems, Savannah, GA.

Weeks, K.P., Allen, D.G., & Weeks, M. (March, 2003). The influence of prejudice on selection interview evaluations. Southwest Academy of Management, Houston, TX.

Allen, D.G., Van Scotter, J.R., & Otondo, R.F. (August, 2002). Recruitment communication media features: Impact on pre-hire outcomes. Academy of Management, Denver, CO.

\*Selected for publication in the Best Papers Proceedings

Van Scotter, J.R., Clark, P.W., Otondo, R.F., Allen, D.G., & Pitts, M.G. (August, 2002). Differences in perceptions of web site characteristics by IT experts and non-experts. Americas Conference on Information Systems, Dallas, TX.

Otondo, R.F., Van Scotter, J.R., Allen, D.G., & Pitts, M. (June, 2002). The impact of computer-mediated communication media characteristics on information acquisition, attitude favorability, and intentions toward joining the Navy. Military Personnel Research Science Workshop, Memphis, TN.

Van Scotter, J.R., Otondo, R.F., Allen, D.G., & Palvia, P. (March, 2002). Impact of media type, message content, and message length on communication characteristics and receiver outcomes. Southern Association of Information Systems, Savannah, GA.

Aquino, K. and Allen, D.G. (November, 2001). The differential effects of organization retention practices on the employee turnover process as a function of employee race and gender. Southern Management Association, New Orleans, LA.

Griffeth, R.W., Steel, R., Allen, D.G., & Bryan, N. (August, 2001). Development of a multi-dimensional measure of labor market cognitions: The Employment Opportunity Index. Academy of Management, Washington, DC.

Weeks, K.P. & Allen, D.G. (November, 2000). Unfair discrimination: Examining the level of racial prejudice as an explanation for race discrimination in selection interviews. Southern Management Association, Orlando, FL.

Allen, D.G., Renn, R.W., & Griffeth, R.W. (August, 1999). An individual level model of telecommuting. Academy of Management, Chicago, IL.

Allen, D.G., Griffeth, R.W., & Fink, L. (August, 1999). A mediated test of the performance-turnover relationship moderated by visibility and reward contingency. Academy of Management, Chicago, IL.

Shore, L.M., Allen, D.G., & Griffeth, R.W. (May, 1999). A model of perceived organizational support and turnover. Society of Industrial-Organizational Psychology, Atlanta, GA.

Allen, D.G., Griffeth, R.W., & Lee, M. (March, 1998). Comparison of parallel, divergent, and integrative models of organizational and union commitment in a Korean high technology firm. Southwest Academy of Management, Dallas, TX.

Allen, D.G., Lee, M., & Griffeth, R.W. (November, 1997). Commitment to union and organization: A comparison of methods of operationalizing dual commitment. Southern Management Association, Atlanta, GA.

Allen, D.G. & Griffeth, R.W. (August, 1997). A meta-analysis of the correlates of job involvement. Academy of Management, Boston, MA.

Aquino, K., Griffeth, R.W., Allen, D.G., & Hom, P.W. (August, 1996). Outcome and supervisory satisfaction as predictors of turnover: A test of a referent cognitions model. Academy of Management, Cincinnati, OH.

Griffeth, R.W., Allen, D.G., & Ryan, C. (August, 1995). Transforming research on family owned businesses: Development of a successor retention model. Academy of Management, Vancouver, British Columbia, Canada.



## **PROFESSIONAL ASSOCIATIONS**

Academy of Management (HR, OB, and RM Divisions) (**Former Chair HR Division**)  
Southern Management Association (**Fellow**)  
Society for Industrial and Organizational Psychology (**Fellow**)  
American Psychological Association (**Fellow**)  
Society for Human Resource Management (formerly SPHR and SHRM-SCP Certified)

## **AWARDS**

2020 Luther Henderson University Chair in Management and Leadership, TCU  
2017 Editor Commendation Article Award, *Journal of Business and Psychology*  
2016 Emerald Citation of Excellence Award  
2015 Fellow, American Psychological Association  
2015 Fellow, Society for Industrial and Organizational Psychology  
2014 Department of Management Research Scholar of the Year (FCBE)  
2014 Best Reviewer Award, *Personnel Psychology*  
2014 Teaching and Research Mentoring Award, Fogelman College of Business  
2013 Department of Management Research Scholar of the Year (FCBE)  
2013 Fellow, Southern Management Association  
2013-2015 George Johnson Research Professorship, University of Memphis  
2012-2013 Teaching and Research Mentoring Award, Fogelman College of Business  
2012-present Distinguished Professor of Management, University of Memphis  
2012 Department of Management Research Scholar of the Year (FCBE)  
2012 Best Track Paper, Southern Management Association  
2011-2012 Teaching and Research Mentoring Award, Fogelman College of Business  
2011 Department of Management Research Scholar of the Year (FCBE)  
2011 Outstanding Practitioner Publication Award, OB Division of the Academy of Management  
2010 Outstanding Article Award, *Academy of Management Perspectives*  
2010 Best Reviewer Award, *Academy of Management Journal*  
2008-2011 First Tennessee Professorship, University of Memphis  
2008-2009 Suzanne Downs Palmer Research Award, University of Memphis  
2008-2009 Dean's Service Award, FCBE, University of Memphis  
2008 HR Excellence Award, Tennessee State SHRM Council  
2008 Top 40 Under 40, Memphis Business Journal  
2007 Best Empirical Paper, Fogelman College of Business, University of Memphis  
2005-2006 Suzanne Downs Palmer Research Award, University of Memphis  
2005 Best Theory Paper, Fogelman College of Business, University of Memphis  
2002-2003 Suzanne Downs Palmer Research Award, University of Memphis  
2001 Best Empirical Paper (2<sup>nd</sup>), Fogelman College of Business, University of Memphis  
2000 Best Reviewer Award, Southern Management Association, HR Division  
1999 Best Theory Paper (2<sup>nd</sup>), Fogelman College of Business, University of Memphis  
1998 William T. Rutherford Scholarship at Georgia State University (first two-time recipient)  
1997 William T. Rutherford Scholarship at Georgia State University

## **TEACHING EXPERIENCE**

### TCU

Global Environment of Business (Master's)

### Rutgers University

Seminar in Human Resources (Doctoral)

Workforce Flow (Master's)

### Warwick Business School, Warwick University (UK)

Organizational Behavior (Executive Master's)

Strategic Talent Management (Master's)

Strategic Human Resource Management (Master's)

### University of Memphis

Executive MBA Strategic HR (Graduate)

Seminar in Human Resources (Doctoral)

Seminar in Research Methods (Doctoral)

Human Resource Management (Undergraduate)

Employee Staffing and Development (Undergraduate/Graduate)

Organizational Behavior (Undergraduate)

## **DISSERTATION AND THESIS COMMITTEES**

### Chair

#### *Doctoral Dissertations*

Sasha Pustovit (Rutgers University). Completed Spring 2019. Whose actions speak louder than words?  
The role of referents in the turnover contagion process.

Kathy Ma (University of Memphis). Completed Spring 2018. Cultural Influences on Employee Turnover:  
A Multi-Level Meta-Analytic Investigation

Jon Biggane (University of Memphis; Management); Completed Summer 2014  
The formation, maintenance, and dissolution of employment relationships

Julie Hancock (University of Memphis; Management); Completed Summer 2012  
Transmittable turnover: The contagious nature of water cooler conversations in organizations

Phil C. Bryant (University of Memphis; Management); Completed Summer 2009  
The HR architecture in emerging firms.

Karen R. Moffitt (University of Memphis; Management); Completed Summer 2008  
Major medical events, work-family conflict, support, and turnover.

Kelly P. Weeks (University of Memphis; Management); Completed Summer 2002  
Levels of prejudice and motivation as explanations for race discrimination in selection interviews.

### Committee Member

#### *Doctoral Dissertations*

Juanita Trusty (University of Memphis); Completed 2018. MNC-NGO Partnerships in Developing Countries: Moving from Philanthropic to High-Impact Strategic Alliances.

Stefanie Fabri (Warwick University); completed Fall 2018. Explaining the Adoption of HRM Practices in SMEs: A Cognitive and Behavioural Model.

Scott Bentley (Rutgers University); Completed 2017. An Exploration of the Joint Effects of Human Capital Dispersion and Deployment on Unit Performance.

Gabriella Cacciotti (Warwick University); Completed 2016. Entrepreneurial Fear of Failure

Tsvetomira Bilgili (University of Memphis; Strategic Management); Completed 2016. The Influence of Policy Risk and Intercountry Ties on Cross-Border Acquisition Completion.

Tom Kuypers (University of Maastricht); Completed Fall 2014  
What's in a team? A dynamic perspective on intragroup conflict and team composition

Sarah Horn (University of Maastricht); Completed Spring 2012  
Competitor recruitment

Nolan Gaffney (University of Memphis; Strategic Management); Completed Summer 2012  
Mergers and acquisitions from emerging market multi-nationals

Frank Bosco (University of Memphis; Management); Completed Summer 2011  
Implicit process in ethical decision making

Shahriar Saadullah (University of Memphis; Accounting); Completed Spring 2011  
Personality and performance in staff accountants

Ivan Muslin (University of Memphis; Management); Completed Spring 2011  
The stigmatizing effects of false allegations of sexual harassment and race discrimination

Julianne Pierce (University of Memphis; Psychology); Completed Spring 2010  
Emotional labor regulation and display

Hubert Chen (University of Memphis; Psychology); Completed Spring 2010  
Multi-tasking and personality assessment at the U.S. Navy

Tobias Huning (University of Memphis; Management); Completed Summer 2009  
Adaptive and maladaptive processes as mediators of the relationship between goal orientation and self-defeating behaviors

Pam Steverson (University of Memphis; Management); Completed Summer 2009  
Organizational stress, psychological strain and organizationally valued outcomes: An investigation into the moderating roles of individualism-collectivism and work locus of control in five national contexts

Debmalya Mukherjee (University of Memphis; Strategic Management); Completed Fall 2008  
Transaction cost and resource based antecedents of business process outsourcing and performance implications

Susan Myers (University of Memphis; Marketing); Completed Summer 2008

Advertising congruence with program context: Matching program elements to improve advertising response

Tejinder Billing (University of Memphis; Management); Completed Summer 2007  
Testing the cross national generalizability of an organizational stress model: The moderating role of temporal orientation

Ashley Kilburn (University of Memphis; Marketing); Completed Summer 2006  
The effects of internal marketing program implementation

Grant Fenner (University of Memphis; Management); Completed Spring 2006  
Technology assisted supplemental work: An empirical examination of its antecedents, outcomes, and moderators

Liliana Perez (University of Memphis; Strategic Management); Completed Spring 2005  
Organizational learning from international business affiliations: Effects on the effective and efficient transfer of knowledge on firm performance

Marian Lane (University of Memphis; Psychology); Completed Summer 2005  
The U.S. Navy Delayed Entry Program: Feedback from attrites and recruiters

Marta E. Brown (University of Memphis; Psychology); Completed Fall 2004  
Stress coping adaptability and attrition from Navy boot camp

SeungYong Kim (University of Memphis; Management); Completed Spring 2003  
The effects of situational factors and perceived accountability on contextual performance

*Master's Theses and Major Area Papers*

Constantin Michel (University of Konstanz); High Performance Work Systems (HPWS) and Firm Performance; Completed 2018.

Michael Mackay (University of Memphis; Psychology MAP); Completed Spring 2012  
Meta-analysis of engagement and performance

Will Lancaster (University of Memphis; Psychology Thesis); Completed Fall 2010  
Modeling reenlistment behavior via organizational commitment and career intentions

Donna Roland (University of Memphis; Psychology MAP); Completed

Julianne Pierce (University of Memphis; Psychology MAP); Completed Fall 2009  
Emotional labor: Progress in the field

Aдриene Maria Sanders (University of Memphis; Psychology Thesis); Completed Summer 2009  
Can going green seal the deal for organizational recruits?

David Earnest (University of Memphis; Psychology MAP); Completed Spring 2009  
Realistic job previews: A meta-analytic review

Laura Kreager (University of Memphis; Psychology Thesis); Completed Spring 2008  
Development and evaluation of a strategy to increase safety in a steel manufacturing plant

## PROFESSIONAL SERVICE

Editor-in-Chief *Journal of Management* (2017-2020)

Senior Associate Editor *Journal of Management* (2014 – 2017)

Guest Editor *Journal of Management* Special Issue (2019)  
Allen, D.G., Lee, Y-t., & Reiche, S.  
Global work in the multinational enterprise: New avenues and challenges  
for strategically managing human capital across borders (45,2)

Associate Editor *Human Resource Management Review* (2006 - 2014)  
*Human Resource Management* (2012 - 2014)

Editorial Board *Academy of Management Journal* (2009-2014)  
2010 Best Reviewer Award  
*Journal of Applied Psychology* (2011-2017)  
*Personnel Psychology* (2010 - current)  
2014 Best Reviewer Award  
2015 Best Paper 2013 Committee  
*Journal of Management* (2002- current)  
2014 Best Paper Committee  
*Human Resource Management* (2009-2018)  
*Journal of Business and Psychology* (2010 - current)  
*Human Resource Management Review* (1999 - 2014)  
*International Journal of Human Resource Management* (2013 - current)  
*Journal of International Business Studies* (2014 - 2015)

Ad-hoc Reviewer *Academy of Management Review*  
*Invited Reviewer for Special Topic Forum Theories of Work and  
Working Today*  
*Journal of Organizational Behavior*  
*Organizational Research Methods*  
*Perceptual and Motor Skills*  
*Personnel Review*  
*Psychological Reports*  
*Journal of Occupational and Organizational Psychology*  
*Human Resource Management Journal*

Academy of Management

AOM Specialized Conference Research in Latin America Steering Committee (2019-2020)

AOM Big Data Special Conference Steering Committee (2017-2018)

HR Division of the Academy of Management

Early Career Achievement Award Committee (2018; 2019)

Elections Committee (2016; 2017; 2018; 2019)

Past Division Chair (2014-2015)

Division Chair (2013-2014)

Division Chair Elect (2012-2013)

Program Chair (2011-2012)

PDW Chair (2010-2011)

Chair, 2014 Scholarly Achievement Award Committee

Five-year Division Review Committee (2009-2010; 2014-2015)  
Executive Committee Member (2005 - 2008)  
Co-Chair, Doctoral Consortium (2006 - 2008)  
Newsletter Editor (2000 - 2004)  
Information Technology Committee (2003 - 2004)  
Chair, Membership Feedback Subcommittee (2004 - 2005)  
Chair, Communications Committee (2004 - 2005)

Southern Management Association

Elected Fellow 2013 – present  
JOM-SMA Liaison Committee 2014 – present  
Appeals Committee 2014 – present  
Executive Board Member 2006 - 2009  
Finance Committee 2008-2010 (Chair, 2010)  
Chair, 2008 Sustained Outstanding Service Award  
OB Track Best Paper Committee 2009  
Research Mentor 2010-2014  
Best Doctoral Student Paper Committee 2014

Regular Reviewer: Academy of Management, Southern Management Association, and Society for Industrial and Organizational Psychology Annual Meetings

#### Invited Panelist

- Profiles of a Tenurable Assistant Professor, 2009; 2010; 2013 Doctoral Student Consortium Southern Management Association.
- Getting Published, OB Division Doctoral Student Consortium, 2009 Academy of Management.
- Research Roundtable, HR Division Doctoral Student Consortium, 2009, 2010, 2013 Academy of Management.
- Journal Reviewing and Becoming a Journal Editor. HR Division Junior Faculty Consortium, 2008 Academy of Management.
- HR Division Doctoral Consortium Research Feedback Roundtable, 2012, 2013, 2014, 2015, Academy of Management
- OB Division Doctoral Consortium Research & Publishing Roundtable, 2014, 2015, Academy of Management
- HR Division Mid-Program Doctoral Consortium Research Ethics Roundtable, 2015

Invited member of SHRM Technical Advisory Committee to create HR exit assessment (2010-2017)

#### External Program Reviewer

University of Arizona Department of Management and Organizations (Spring 2019)

Florida International University MS Human Resource Management (Spring 2013)

### **UNIVERSITY SERVICE**

#### **Texas Christian University**

University Graduate Council, Fall2017-current

Graduate Advisory Committee, Fall2017-current

Search Committee, Dean of Graduate Studies and Associate Provost of Research, Spring2018-Spring2019

#### **Neeley School of Business**

Associate Dean for Graduate Programs (including Executive Education), Fall2017-current

Chair, Graduate Programs Curriculum Committee, Fall2017-current

Diversity, Equity, & Inclusion Committee, Fall2019-current

Deans and Chairs Committee, Fall2017-current

Faculty Evaluation Committee, 2017-current

Dean's Research Support Series Panel Presentation, Spring2020

Chair, Search Committee, Energy MBA Professor of Professional Practice, Spring/Summer2018

2020 Planning Committee, Fall2017-Fall2018

Search Committee, Healthcare MBA Professor of Professional Practice, Fall2017

#### **Department of Management and Leadership**

Department Promotion Committee Fall2018

Department Five-Year Review Committee Fall2018

Department New Undergraduate Major Committee Spring2018-Fall2018

#### **Rutgers University**

Rutgers Leadership Academy Mentor 2015-2017

New Faculty Orientation Panel Fall 2016

Article X Grievance Committee Spring 2016

#### **School of Management and Labor Relations**

Department Chair, HRM Department (Fall 2015-Summer2017)

Ph.D. Policy Committee (Fall 2015- Summer2017)  
Assistant Professor Mentoring Committee, Jessica Methot (Fall 2015- Summer2017)  
Assistant Professor Mentoring Committee, Sanghee Park (Fall 2015- Summer2017)  
Non-Tenure Track Faculty Search Committee (Fall 2016)  
Faculty Search Committee (Fall 2015)  
Ph.D. Student Qualifying Exam Advisory Committee Member, Eugene Song (Spring 2016)

### **University of Memphis**

Sparks Board of Visitors Eminent Faculty Award Selection Committee, 2008-2009  
FCBE Dean Search Committee, 2007-2008  
University Compensation Committee, 2004-2005

### **Fogelman College of Business, University of Memphis**

FCBE Ph.D. Sub-Council, 2011-present  
FCBE Promotion and Tenure Committee, 2011-present  
FCBE Assessment Oversight Committee, 2008-present  
FCBE Palmer Award Committee, 2009  
FCBE Strategic Planning Committee Facilitator, 2008  
FCBE Palmer Award Committee, 2006  
FCBE Ph.D. Sub-Council, 2004-2007  
FCBE Palmer Award Committee, 2003  
FCBE Undergraduate Program Evaluation Committee, 2002-2003  
MBA Oral Examinations, 2002  
FCBE Intellectual Contributions Committee, 2001-2002  
FCBE Extended Programs Committee, 2001-2002  
MBA Oral Examinations, 2001

### **Management Department, FCBE, University of Memphis**

Ph.D. Program Coordinator, 2011-present  
HR/OB Assistant Professor Search Committee, 2013  
Strategy Assistant Professor Search Committee, 2013  
Faculty Advisor, Student SHRM Chapter, 2007-2011  
Graduate Studies Committee, 2007-present  
Scholarly Contributions Committee, 2003-present  
Advisory Board Committee, 2002-present  
Ph.D. Program Coordinator, 2004-2007  
Faculty Career Advisor, 2002-2008  
Chair, Graduate Studies Committee, 2004-2007  
Graduate Studies Committee, 2002-2004  
Undergraduate Curriculum Committee, 2002-2003  
Faculty Advisor Student SHRM Chapter, 1999-2004  
Chair, Scholarly Contributions Committee, 1999-2003

### **PROFESSIONAL DEVELOPMENT**

COVID-19 Impact on the Future of Higher Education Webinar, Harvard Business Press (May 2020)  
COVID-19 DEI Crisis Strategy Webinar, Inclusive Excellence Leadership Academy (March 2020)  
Global Business Certificate, Harvard Business School Online (January-February 2020)  
Inclusive Excellence Forum, TCU (February 2020)  
GMAC Leadership Conference, Scottsdale, AZ (January 2020)  
AACSB International Conference and Meeting, Edinburgh, Scotland (April 2019)  
GMAC Leadership Conference, Fort Lauderdale, FL (January, 2019).  
Preparing to Teach Online Course, TCU (Spring 2018).



AACSB MBA Curriculum Conference, Salt Lake City, Utah (May 2018).  
GMAC Leadership Conference, Scottsdale, AZ (January, 2018).  
Online Teaching Bootcamp, TCU (Fall 2017).  
On-line Program Development Workshop (Spring 2016). Rutgers University.  
Professional Development in International Business MERCOSUR (May 2012). FIU CIBER.  
MPlus: Basic and Advanced Applications (April 2011). University of Memphis  
Leadership Academy Fellows (Class of September 2006).  
Innovative Teaching in HR/IR Conference (March, 2005). Sponsored by Utah State University.  
Faculty Externship, Harrah's Entertainment (Fall, 2004).  
Faculty Development Program in International Human Resource Management (June, 2001), University of Colorado-Denver.  
HR Junior Faculty Consortium (August, 2000). Academy of Management, Toronto, Canada.  
Hierarchical Linear Modeling (November, 1999). Workshop presented by the Research Methods Division, Southern Management Association, Atlanta, GA.  
OB/OMT Doctoral Consortium (August, 1998). Academy of Management, San Diego, CA.  
CARMA Junior Research Methods Scholars Program (June, 1998). Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University.  
HR Doctoral Consortium (August, 1997). Academy of Management, Boston, MA.  
Doctoral Consortium (April, 1996). Society for Industrial and Organizational Psychology, San Diego, CA.  
Advanced Structural Equation Modeling (November, 1995). Workshop presented by the Research Methods Division, Southern Management Association, Orlando, FL.  
New Doctoral Student Consortium (August, 1995). Academy of Management, Vancouver, British Columbia, Canada.  
Doctoral Student Consortium (November, 1994). Southern Management Association, New Orleans, LA.

## **ORGANIZATIONAL RESEARCH/CONSULTING**

AB InBev  
ALSAC-St. Jude  
American Red Cross, Southern Region  
ARC Attrition and Retention Consortium  
Bryce Corporation  
Buckman Labs  
Campbell Clinic  
Georgia Department of Family and Children Services  
First Horizon/First Tennessee  
Harrah's (Caesar's) Entertainment  
Methodist Hospitals  
Monogram Foods  
Pfizer, Inc.  
Pinnacle Corporation  
Region's Bank  
U.S. Navy

## **KEYNOTE ADDRESSES**

The Network Architecture of Human Capital: A Relational Identity Perspective. 9<sup>th</sup> International Research Meeting in Business and Management, IPAG Business School, July 2018

Networked Talent Management: Social Networks, Relational Identity, and Talent Management. 5<sup>th</sup> Workshop on Talent Management, Copenhagen Business School, October 2016

## **INVITED COLLOQUIA**

Arizona State University  
Auburn University  
Georgia Institute of Technology  
IESE, University of Navarra, Spain  
Louisiana Tech University  
Maastricht University, Netherlands  
Mississippi State University  
Northeastern University  
Ohio University  
Purdue University  
Rutgers University  
Texas Christian University  
Toulouse Business School, France  
Tsinghua University, Beijing, China  
University of Alabama  
University of Alberta, Canada  
University of Central Florida  
University of Iowa  
University of Melbourne, Australia  
University of Memphis  
University of Miami  
University of Mississippi  
University of Missouri  
University of Notre Dame  
University of South Carolina  
University of Warwick, UK  
Virginia Tech University

## **EXECUTIVE PRESENTATIONS**

Talent Analytics, People Analytics Consortium, September 2020  
Leading People for Engineers/Technology Professionals, Rutgers Business School Executive Education, April 2017; September 2016  
Networked HR, Garden State SHRM Conference, September 2016  
Retaining Talent Webinar, Rutgers SMLR Executive Education, September 2016  
Hiring Scarce Talent, SHRM-Memphis Executive Roundtable, March 2015  
Positive Psychology, SHRM-Memphis Executive Roundtable, November 2014  
Big Data and HR, SHRM-Memphis Executive Roundtable, August 2014  
Community Diversity in the Workplace, SHRM-Memphis Executive Roundtable, May 2014  
Cultural Intelligence, SHRM-Memphis Executive Roundtable, February 2014  
The New Normal: Performance Distributions, MIOP, February 2014  
Rewards and Retention, Mid-South Compensation Association, August 2013  
Talent and Communication Networks, First Horizon Leadership Forum, August 2013  
Managing Stars, SHRM-Memphis Executive Roundtable, August 2013

Turnover Myths and Evidence-Based Retention, ARC Conference, May 2013  
Too Much of a Good Thing, SHRM-Memphis Executive Roundtable, February 2013  
Evidence-Based Retention, ACS HR Summit, November 2012  
Performance Distributions, Buckeye Technologies, November 2012  
Evidence-Based Retention, WTSHHRA, October 2012  
Rethinking Performance, SHRM-Memphis Executive Roundtable, August 2012  
Evidence-Based Retention, SHRM-Memphis, July 2012  
Social Network Analysis and Turnover, ARC Teleconference, May 2012  
Competency Models, SHRM-Memphis Executive Roundtable, May 2012  
Employee Turnover and Firm Performance, ARC, April 2012  
Financial Wellness, SHRM-Memphis Executive Roundtable, February 2012  
Strategic Social Media, SHRM-Memphis Executive Roundtable, May 2011  
Navigating the Diversity Labyrinth, First Tennessee, May 2011  
Technology-Enabled Recruitment, SHRM-Memphis Executive Roundtable, February 2011  
Navigating the Labyrinth, First Horizon/First Tennessee, December 2010  
E-Learning, SHRM-Memphis HR Executive Roundtable, November 2010  
Retention During Transition, Pinnacle Airlines, August-September 2010  
Wellness Initiatives, SHRM-Memphis HR Executive Roundtable, August 2010  
Conducting HR Research, First Horizon/First Tennessee, May 2010  
Social Networks and Contagion, SHRM-Memphis HR Executive Roundtable, May 2010  
Preparing for the Recovery, SHRM-Memphis HR Executive Roundtable, February 2010  
Healthcare Legislation, SHRM-Memphis HR Executive Roundtable, November 2009  
Social Networking Media, SHRM-Memphis HR Executive Roundtable, August 2009  
Understanding Why Employees Quit, ARC Teleconference, June 2009  
HR In Challenging Economic Times, SHRM-Memphis HR Executive Roundtable, May 2009  
Negotiating the Economic Crisis, SHRM-Memphis HR Executive Roundtable, February 2009  
Employee Engagement, SHRM-Memphis HR Executive Roundtable, November 2008  
Recruiting and Retaining Talent, Memphis HR Corporate Alliance, October 2008  
Ethical Decision Making, SHRM-Memphis HR Executive Roundtable, August 2008  
HR Strategy, SHRM-Memphis HR Executive Roundtable, May 2008  
Driving Organizational Change, SHRM-Memphis HR Executive Roundtable, February 2008  
Leadership Development, SHRM-Memphis HR Executive Roundtable, November 2007  
Managing Healthcare Costs, SHRM-Memphis HR Executive Roundtable, August 2007  
Personality and Communication, ALSAC-St. Jude, June 2007  
Recruitment, SHRM-Memphis HR Executive Roundtable, April 2007  
Talent Retention, SHRM-Memphis HR Executive Roundtable, February 2007