Curriculum Vitae
(Revised July 6, 2020)

Joshua C. Palmer
Ph.D. Candidate
Department of Management, College of Business
Florida State University
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Education

Ph. D.  Business Administration, expected May 2021
Florida State University (FSU), Tallahassee, FL
Primary Area: Organizational Behavior and Human Resources (OB/HR)

Dissertation: An examination of the role of abusive supervisor behavior on
supervisor affect and future behaviors.

Committee: Pamela L. Perrewé (Co-chair)
Gang Wang (Co-chair)
Gerald R. Ferris
Deborah J. Armstrong

M. A.  Applied Psychology, May 2016
Southern Illinois University (SIU), Carbondale, IL
Primary Area: Industrial-Organizational (I-O) Psychology

B. A.  Psychology, May 2014
Florida Gulf Coast University (FGCU), Fort Myers, FL
Primary Area: Industrial-Organizational (I-O) Psychology
Minor: Business Management

RESEARCH

Research Interests

Dark personality, counterproductive work behavior, leadership, stress, and entrepreneurship

Refereed Journal Articles


**Manuscripts with Revision Decisions (Titles Withheld to Maintain the Double-Blind Review Process)**


**Manuscripts Under Initial Review (Titles Withheld to Maintain the Double-Blind Review Process)**


**Research In Progress**


**Refereed Book Chapters**


Refereed Conference Presentations, Symposia, and Posters


Invited Commentaries


Technical Reports


TEACHING EXPERIENCE

Instructor of Record

Florida State University, Management Department

Contemporary Leadership Challenges (MAN 4143; 1 section in-person) Fall 2019
Students enrolled: 38
Overall instructor rating: 4.70/5.00

Contemporary Leadership Challenges (MAN 4143; 1 section in-person) Spring 2019
Students enrolled: 36
Overall instructor rating: 4.71/5.00

Teaching Assistant Experience

Florida State University, Management Department
Organizational Behavior (MAN 3240; 3 online) Fall 2019 – Present
Strategic Management and Business Policy (MAN 4720; 1 online) Summer 2019
Organizational Behavior (MAN 3240; 1 online) Spring 2019
Business & Society (MAN 4701; 1 online) Fall 2018
Organizational Behavior (MAN 3240; 6 online; 2 in-person) Fall 2016 – Summer 2018

Southern Illinois University, Online Master’s in Business Administration Program
Financial Management (BA 530; 1 online) Spring 2016
Marketing Management (BA 550; 1 online) Spring 2016
Fundamentals of Career Effectiveness (BA 508; 1 online) Spring 2016
Managerial & Organizational Behavior (BA 540; 1 online) Fall 2015
Critical Issues for Business Leaders (BA 507; 1 online) Fall 2015
Managerial Accounting & Control Concepts (BA 510; 1 online) Summer 2015
Business Communication for MBA Professionals (BA 506; 1 online) Summer 2015

Southern Illinois University, Psychology Department
Organizational Psychology (PSYC 323; 1 in-person) Spring 2015
Introduction to Psychology (PSYC 102; 3 in-person) Fall 2014 – Spring 2015

Guest Lectures
Organizational Behavior (MAN 3240), Florida State University Leadership (1 lecture) Mar. 2020
Organizational Psychology (PSYC 323), Southern Illinois University Leadership (3 lectures) Apr. 2015
Personality and Values (1 lecture) Feb. 2015
Attitudes and Job Satisfaction (1 lecture) Jan. 2015

Invited Presentations
Amosu, O., Palmer, J. C., Pilot, Z., & Vanderwoude, C. (2016, April). Careers in psychology graduate student panel. Presentation given to Careers in Psychology (PSYC 323) at Southern Illinois University, Carbondale, IL.

Palmer, J. C., Silva, M., & Yazejian, A. (2015, October). Graduate school in I-O Psychology: How to prepare and what to expect. Presentation sponsored by Students Promoting Industrial-Organizational Psychology (SPIOP) at Florida Gulf Coast University, Fort Myers, FL.

APPLIED RESEARCH AND CONSULTING
Role: Lead Survey Designer
Sponsoring Organization: American Society for Engineering Education (ASEE) Engineering Leadership Division (LEAD)
Developed a 72-item online survey to collect information regarding comprehensive (undergraduate, graduate, and professional) leadership development practices (engineering/technical leadership degrees, minors, certificates, and coursework) at various universities.

**Village of Huntley Businesses’ Hotel Needs Assessment**  
**Jan. 2015 – Nov. 2015**  
**Role:** Project Lead  
**Client:** Village of Huntley, Illinois  
Developed and administered the 19-item *Huntley Hotel Business Questionnaire* to collect information on the hotel usage rate of visitors to the Village of Huntley businesses. Results were collected from 34 local businesses. Prepared a 33-page formal report for the Village of Huntley’s Business Development Coordinator.

**Non-profit Internet Technology Security Survey**  
**Aug. 2015 – May 2016**  
**Role:** Project Lead  
**Client:** Thomas Imboden  
Survey development and administration consultation.

**Engineering Leadership Development Program Survey**  
**Mar. 2015 – Jun. 2015**  
**Role:** Lead Survey Designer  
**Sponsoring Organization:** Southern Illinois University Leadership Development Program  
Developed a 25-item online survey to collect data on undergraduate engineering/technical leadership programs.

**Village of Huntley Residents’ Hotel Needs Assessment**  
**Role:** Project Lead  
**Client:** Village of Huntley, Illinois  
Developed and administered the 13-item *Huntley Hotel Resident Questionnaire* to collect information on the hotel usage rate of visitors to the Village of Huntley residents. Results were collected from 665 residents. Prepared a 39-page formal report for the Village of Huntley’s Business Development Coordinator.

**SIU CURCA Entrance and Exit Survey**  
**Mar. 2015 – May 2016**  
**Role:** Project Co-Lead  
**Client:** SIU Center for Undergraduate Research and Creative Activities (CURCA)  
Developed an entrance and exit survey to be administered annually to students participating in the Center for Undergraduate Research and Creative Activities programs.

**SIU McNair Scholars Program Entrance and Exit Survey**  
**Nov. 2014 – May 2016**  
**Role:** Project Co-Lead  
**Client:** SIU McNair Scholars Program  
Developed an entrance and exit survey to be administered annually to students in the SIU McNair Scholars Program.

**Focus Group Facilitation**  
**Aug. 2014 – May 2016**  
**Role:** Project Member
Clients: University of Illinois Chicago Center for Women and Gender and Southern Seven
Health Department
Facilitated focus groups to examine the health behaviors of residents in southern Illinois
before and after the implementation of a community-based health program.

AWARDS & HONORS

Awards

Dissertation Research Grant
FSU Congress of Graduate Students, the Office of the Provost, the Office of Research
Awarded a $1,000 grant to defray the costs associated with my dissertation.

Guest Speaker Travel Grant
FGCU Students Promoting Industrial-Organizational Psychology
Awarded a full-cost travel grant to give a presentation titled Graduate school in I-O
Psychology: How to prepare and what to expect at the Florida Gulf Coast University
Students Promoting Industrial-Organizational Psychology chapter meeting held in Fort
Myers, Florida on October 27, 2015.

Distinguished Research Poster Award
Association of Leadership Educators Conference Annual Conference
Co-author on an award-winning poster titled Leadership development program:
Increasing achievement in the engineering leaders of tomorrow.

New Organization of the Year
Florida Gulf Coast University
Awarded to Students Promoting Industrial-Organizational Psychology (SPIOP) for being
the best new organization on campus for the 2013-2014 academic year.

Exceptional Foundations of Civic Engagement Award
Florida Gulf Coast University
Awarded for creating and implementing an Adopt-A-Grandparent program at Cypress
Cove Retirement Community in Fort Myers, Florida.

Outstanding Academic Achievement Award
Lambda Chi Alpha International Fraternity
Awarded by national headquarters for chapter scholarship program excellence while
serving as Scholarship Chair

Honors

Beta Gamma Sigma, Florida State University
Spring 2017

Psi Chi Honor Society in Psychology, Florida Gulf Coast University
Spring 2014
Order of Omega Greek Leadership Honor Society, Florida Gulf Coast University   Fall 2012
Lambda Chi Alpha Fraternity, Florida Gulf Coast University   Fall 2011
Golden Key International Honour Society, Florida Gulf Coast University   Fall 2011

**LEADERSHIP EXPERIENCE**

Officer   May 2018 – Present
Doctoral Business Student Association
Florida State University

Student Representative   May 2018 – Apr. 2019
Scientific Affairs Committee
Society for Industrial and Organizational Psychology (SIOP)

Industrial-Organizational Psychology Research Representative   Sep. 2015 – Aug. 2017
Science Student Council
American Psychological Association

Founder and President   Aug. 2013 – May 2014
Students Promoting Industrial-Organizational Psychology (SPIOP)
Florida Gulf Coast University

Co-Founder and Volunteer Coordinator   Jan. 2013 – May 2013
Adopt-A-Grandparent Program
Florida Gulf Coast University

Scholarship Chair and Executive Board Committee Member   Aug. 2011 – May 2013
Lambda Chi Alpha Fraternity
Florida Gulf Coast University

**EMPLOYMENT HISTORY**

Graduate Research and Teaching Assistant   Aug. 2016 – Present
College of Business
Florida State University

Graduate Teaching Assistant (Online MBA Program)   June 2015 – May 2016
College of Business
Southern Illinois University

Associate Consultant   Aug. 2014 – May 2016
Applied Research Consultants
Southern Illinois University
Graduate Teaching Assistant  Aug. 2014 – May 2015
Department of Psychology  
Southern Illinois University  

Resident Assistant  Dec. 2012 – May 2014
Office of Housing and Residence Life  
Florida Gulf Coast University  

High Ropes Course Team Facilitator  Apr. 2013 – Mar. 2014
Outdoor Pursuits  
Florida Gulf Coast University  

Human Resources Assistant  Jan. 2012 – May 2012
Human Resources Department  
Florida Gulf Coast University  

SERVICE, PROFESSIONAL DEVELOPMENT, AND AFFILIATIONS

Ad Hoc Journal Reviewing (see my Publons profile for verified reviews and review metrics)

Journal of Occupational Health Psychology

Journal of Business Research

Personality and Individual Differences

Management Decision

Current Psychology

Translational Issues in Psychological Science

Conference and Award Reviewing

Annual Meeting of the Academy of Management  2016; 2018 – 2020

Southern Management Association Annual Meeting  2015; 2017 – 2020

American Psychological Association Annual Convention Poster Session  2016 – 2017

American Psychological Association Early Graduate Student Researcher Awards  2016 – 2017

Midwest Academy of Management Annual Meeting  2015

Advocacy
Capitol Hill Visit, Apr. 2016
American Psychological Association Student Science Council
Met with staff members for two senators and two representatives on Capitol Hill in Washington, D.C. on April 21, 2016. Advocated for increased budget appropriations for the National Science Foundation and National Institutes of Health and their research initiatives.

Professional Development

Participant in the Southern Management Association 2019 Late-Stage Doctoral Student Consortium

Participant in the Academy of Management 2019 Human Resource Division Middle-Stage Doctoral Student Consortium

Participant in the Academy of Management 2018 Organizational Behavior Division Middle-Stage Doctoral Student Consortium

Participant in the Southern Management Association 2017 Early-Stage Doctoral Student Consortium

Participant in the Academy of Management 2017 New Doctoral Student Consortium

Participant in the Southern Management Association 2015 Pre-Doctoral Consortium

Professional Affiliations

Academy of Management Dec. 2015 – Present

Southern Management Association Oct. 2016 – Present

Society for Industrial and Organizational Psychology Jun. 2013 – Present
REFERENCES

Pamela L. Perrewé  
The Robert O. Lawton Distinguished Professor  
The Haywood and Betty Taylor Eminent Scholar of Business Administration  
Professor of Management, Professor of Sport Management  
Distinguished Research Professor, and Faculty Athletics Representative  
Department of Management, College of Business  
Florida State University  
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Gang Wang  
Associate Professor and Dean’s Emerging Scholar  
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Gerald R. Ferris  
Marie Krafft Professor of Management,  
Professor of Psychology, and Professor of Sport Management  
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