***Curriculum Vitae***

(Revised July 1st, 2020)

**SAMANTHA L. JORDAN**

Doctoral Candidate

Organizational Behavior and Human Resources

Department of Management, College of Business

Florida State University

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**EDUCATION**

Ph.D. Business Administration, Florida State University, Expected Spring 2021

Academic Specialty: Organizational Behavior and Human Resources (OBHR) Management

Dissertation: Politics got you down? Unmet motivational strivings and experienced meaninglessness as consequences of perceptions of organizational politics

Committee: Gerald R. Ferris (Co-chair)

Wayne A. Hochwarter (Co-chair)

Chad H. Van Iddekinge

Pamela L. Perrewé

Charles Hofacker

Allison S. Gabriel

B.S. Psychology, University of Florida, May 2015, Cum Laude

Academic Specialty: Social Psychology

**RESEARCH INTERESTS**

Organizational Politics and Social Influence; Societal/Family Issues; Interpersonal Mistreatment; Human Resource Processes and Human Capital

**RESEARCH**

**Journal Publications**

Zhang, L. Van Iddekinge, C.H., Arnold, J., Roth, P.L., Lievens, F., Lanivich, S., & **Jordan, S.L**. (2020). What’s on job seekers’ social media sites? A content analysis and effects of structure on recruiter judgments and predictive validity. *Journal of Applied Psychology*.

Hochwarter, W.A., Rosen, C.C., **Jordan, S.L,** Ferris, G.R., Ejaz, A., & Maher, L.P. (in press). Perceptions of organizational politics research: Past, present, and future.*Journal of Management*. doi: 10.1177/0149206319898506

**Jordan, S.L.**, Palmer, J.C., Hochwarter, W.A., Daniels, S.R., & Ferris, G.R. (2020). Supervisor narcissistic rage: Political support as an antidote. *Journal of Managerial Psychology*. doi: 10.1108/JMP-08-2019-0474

**Jordan, S.L.**,Ferris, G.R., & Lamont, B.T. (2019). A framework for understanding the effects of past experiences on justice expectations and perceptions of human resource inclusion practices. *Human Resource Management Review, 29*(3), 386-399.

**Jordan, S.L.**, Ferris, G.R., Hochwarter, W.A., & Wright, T.A. (2019). Toward a work motivation conceptualization of grit in organizations. *Group & Organization Management, 44*(2), 320-360.

*Note*: Recognized as **2019 Best Conceptual Paper**

Daniels, S.R., & **Jordan, S.L.** (2019). The effect of paternalism on incivility: Exploring incivility climate as an important boundary condition. *Journal of Leadership & Organizational Studies, 26*(2), 190-203.

**Jordan, S.L.**, Hochwarter, W.A., Ferris, G.R., & Ejaz, A (2018). Grit as a moderator of politics perceptions—workplace outcomes relationships: A three-study convergent investigation. *Career Development International, 23*(6/7), 576-594.

**Manuscripts with Revision Decisions**

Chawla, N., Gabriel, A.S., Evans, J.B., Rosen, C.C., Koopman, J., Hochwarter, W.A., Palmer, J.C., & **Jordan, S.L**. Impression management strategies (Full title withheld to maintain anonymity of the journal review process). Second round revise-and-resubmit at *Personnel Psychology*.

Paustian-Underdahl, S.C., Mandeville, A.M., Eaton, A.A., & **Jordan, S.L**. Pregnancy discrimination (Full title withheld to maintain anonymity of the journal review process). First round revise-and-resubmit at *Journal of Applied Psychology*.

**Jordan, S.L.**, Palmer, J.C., Daniels, S.R., Hochwarter, W.A., Perrewé, P.L., & Ferris, G.R.Newcomers’ injustice expectations (Full title withheld to maintain anonymity of the journal review process). First round revise-and-resubmit at *Applied Psychology.*

Hochwarter, W.A., Hall, A.T., Francyz, J., Jordan, S.L., Wickham, W, Karim Khan, A., Babalola, M. Perspective-taking and off-work privacy violations (Full title withheld to maintain anonymity of the journal review process). First round revise-and-resubmit at *Career Development International*.

**Manuscripts under Review**

**Jordan, S.L**., Palmer, J.C., Paustian-Underdahl, S.C., Wang, Y., King, J.E., & Halbesleben, J.R.B. Topic: Boundary management and work-family conflict (Full title withheld to maintain anonymity of the journal review process). Manuscript under review at *Journal of Applied Psychology.*

Fontes-Comber, A., **Jordan, S.L.**, Palmer, J.C., Ho, V., & Whochwarter, W.A. Passion and ego-resilience (Full title withheld to maintain anonymity of the journal review process). Manuscript under review at *Journal of Management*.

**Jordan, S.L.**, Molina-Sieiro, G., Hochwarter, W.A., Rosen, C.C., Gabriel, A.S., & Koopman, J. COVID-19 and event appraisals (Full title withheld to maintain anonymity of the journal review process). Manuscript under review at *Journal of Management.*

**Manuscripts in Progress**

Zhang, L., Van Iddenkinge, C.H., Ployhart, R.E., **Jordan, S.L.**, & Arnold, J. Human capital resources. Manuscript in preparation for submission to the *Journal of Applied Psychology*.

Arnold, J.D., Van Iddekinge, C.H., **Jordan, S.L** & Lievens, F**.** Behavioral consistency in employee selection. Manuscript in preparation for submission to the *Journal of Applied Psychology*.

Maher, L.P., **Jordan, S.L.,** Mackey, J.D., McAllister, C.P., & Ellen, B.P. III. Perceptions of organizational politics meta-analysis. In coding stage.

**Jordan, S.L.,** Li, Y., & Hochwarter, W.A. Sexual harassment disclosure: Qualitative study. In data collection stage.

**Jordan, S.L.,** Hochwarter, W.A., & Li, Y. Political behavior: Qualitative study. In method design stage.

Paustian-Underdahl, S., Daniels, S.R., Li, Y., **Jordan, S.L.,** & Butts, M.Flexible work arrangements: Qualitative and experience sampling study. In method design stage.

Daniels, S.R., Paustian-Underdahl, S., **Jordan, S.L.,** Li, Y., & Butts, M. Family-to-work interruptions: Qualitative and experience sampling study. In method design stage.

**Contributed Papers and Book Chapters**

Hochwarter, W.A., Kapoutsis, I., **Jordan, S**.**L.**, Khan, A.K., & Babalola, M. (2020). Dyads of politics and the politics of dyads: Implications for leader development. In M.R. Buckley, J.R.B. Halbesleben, & A.R. Wheeler (Eds.), *Research in personnel and human resources management*(Vol. 38, p. 103-143). Bingley, UK: Emerald Group Publishing Ltd.

Maher, L. P., Ejaz, A., **Jordan, S.L.,** Hochwarter, W.A., & Ferris, G.R. (2020).Thirty years and growing: Review and identification of theory/research challenges in perceptions of organizational politics. In A. Akande, B. Adetoun, & M. Adewuyi (Eds.), *The global nature of organizational science phenomena: Sociocultural, environmental, and political context perspectives on international organizational behavior issues.*Hauppauge, NY: Nova Science Publishers.

Maher, L.P., Russell, Z.A, **Jordan, S.L.,** Hochwarter, W.A., & Ferris, G.R. (2020). Research methods in organizational politics: Issues, challenges, and opportunities. In E.F. Stone-Romero & P.J. Rosopa (Eds.), *Research methods in human resource management: Toward valid research-based inferences*(pp. 135-172)*.* Charlotte, NC: Information Age Publishing.

**Jordan, S.L.,** Wihler, A., Hochwarter, W.A., & Ferris, G.R. (2019). The roles of grit in human resources theory and research. In M.R. Buckley, J.R.B. Halbesleben, & A.R. Wheeler (Eds.), *Research in personnel and human resources management* (Vol. 37, pp. 53-88). Bingley, UK: Emerald Group Publishing Ltd.

Palmer, J., **Jordan, S.L.,** Hochwarter, W.A., & Perrewé, P.L. (2020). The role of emotional exhaustion, vigor, and negative affectivity in the abusive supervision – work outcomes relationships. In A. Akande, B. Adetoun, & M. Adewuyi (Eds.), *The global nature of organizational science phenomena: Sociocultural, environmental, and political context perspectives on international organizational behavior issues.*Hauppauge, NY: Nova Science Publishers.

**Conference Presentations**

**Jordan, S.L**., Palmer, J.C., Paustian-Underdahl, S.C., Wang, Y., King, J.E., & Halbesleben, J.R.B. *Going above and beyond…me? How supervisors perceive subordinate work-to-home integration behavior.* Paper accepted to the Southern Management Association, 2020 Meeting, St. Pete Beach.

McCartney, J.A., **Jordan, S.L**., Franczak, J., Hochwarter, W.A., & Hall, A.T. *The role of perspective taking on supervisor off-work privacy violations: A three study-replication*. Paper accepted to the Academy of Management, 80th Annual National Meeting, Vancouver.

*Note*: Recognized as **Best Paper for the Careers Division (CAR);** Abridged version of the paper published in the *Academy of Management Proceedings*

Fontes-Comber, A., Whochwarter, W.A., Palmer, J.C., & **Jordan, S.L**. *The role of ego-resilience as a moderator of work passion and work outcome relationships*. Paper presented at the Southern Management Association, 2019 Meeting, Norfolk.

Paustian-Underdahl, S.C., Mandeville, A.M., Eaton, A.A., & **Jordan, S.L**. *Pregnancy discrimination is a family affair: Examining crossover effects in couples*. Paper presented at the Southern Management Association, 2019 Meeting, Norfolk.

**Jordan, S.L.,** Palmer, J.C., Daniels, S.R., Hochwarter, W.A., Perrewé, P.L., & Ferris, G.R. (2019, August). *The nature of newcomers’ injustice expectations: A multi-study investigation*. Paper presented at the Academy of Management, 79th Annual National Meeting, Boston.

**Jordan, S.L.**, Hochwarter, W.A., Palmer, J.C., Fontes-Comber, A., & Plummer, H. (2018, November). *How supervisor narcissistic rage and political support interact to influence employee workplace outcomes.* Paper presented at the Southern Management Association, 2018 Meeting, Lexington.

Palmer, J.C., Hochwarter, W.A., **Jordan, S.L.**, Fontes-Comber, A.T., & Plummer, H.M. (2018, November). *Supervisor political support as an antidote for the employee negative affect—workplace outcomes relationship.* Paper presented at the Southern Management Association, 2018 Meeting, Lexington.

**Jordan, S.L.,** Hochwarter, W.A., Ferris, G.R., & Ejaz, A. (2018, August). *Work grit as moderator of the politics perceptions – work outcomes relationships: A three-study convergent investigation.* Paper presented at the Academy of Management, 78th Annual National Meeting, Chicago.

Palmer, J.C., **Jordan, S.L.**, Perrewé, P.L., & Hochwarter, W.A. (2018, April). *Testing a moderated dual mediation abusive supervision – job satisfaction model*. Poster presented at the Society for Industrial and Organizational Psychology (SIOP), 33rd Annual Conference, Chicago.

**Jordan, S.L.**,& Ferris, G.R. (2017, October). *Framework for understanding the effects of anticipatory justice on retrospective perceptions of HR diversity policies*. Paper presented at the Southern Management Association, 2017 Meeting, St. Pete Beach.

Palmer, J.C., **Jordan, S.L.**, & Hochwarter, W.A. (2017, August). *The role of emotional exhaustion, vigor, and NA in the abusive supervision—outcome relationship*. Paper presented at the Academy of Management, 77th Annual National Meeting, Atlanta.

**Research Assistantships**

Fall 2017 – Graduate Research Assistant for Gerald R. Ferris & Wayne A. Hochwarter

Present Department of Management

Florida State University

Fall 2016 – Graduate Research Assistant for Shanna R. Daniels

Summer 2019 Department of Management

Florida State University

Spring 2015 Undergraduate Research Assistant for Gregory Webster

Department of Psychology

University of Florida

Spring 2015 Undergraduate Research Assistant for Min-Hsuan Tu

Department of Business Administration

University of Florida

Spring 2014 – Undergraduate Research Assistant for Trevor Foulk

Spring 2015 Department of Business Administration

University of Florida

Fall 2013 – Undergraduate Research Assistant for Kate Ratliff

Spring 2015 Department of Psychology

University of Florida

**TEACHING**

**Teaching**

Summer 2020 Course Instructor

*Human Resource Management* (1 section: online), MAN4301

Florida State University

Spring 2020 Course Instructor

*Organizational Behavior* (1 section: in-person/online[[1]](#footnote-2)), MAN3240

Overall Instructor Rating: 4.79/5.00

Florida State University

Fall 2019 Course Instructor

*Human Resource Management* (1 section: in-person), MAN4301

Overall Instructor Rating: 4.86/5.00

Florida State University

Spring 2019 Course Instructor

*Organizational Behavior* (1 section: in-person), MAN3240

Overall Instructor Rating: 4.71/5.00

Florida State University

**Teaching Assistantships**

Spring 2018 – Graduate Teaching Assistant for Wayne A. Hochwarter

Present  *Organizational Behavior* (8 sections: 1 in-person, 7 online), MAN3240

Florida State University

Summer 2019 Graduate Teaching Assistant for James E. Dever

*Strategic Management and Business Policy* (1 section: online), MAN4720

Florida State University

Fall 2017 Graduate Teaching Assistant for Caesar Douglas

*Organizational Behavior* (1 section: online), MAN3240

Florida State University

Fall 2016 – Graduate Teaching Assistant for Wayne A. Hochwarter

Spring 2017 *Organizational Behavior* (4 sections: 1 in-person, 3 online), MAN3240

Florida State University

Spring 2014 – Undergraduate Teaching Assistant for Lawton Swan

Spring 2015 *Advanced Abnormal Psychology* (1 section: online), CLP3144

*Research Methods in Psychology* (2 sections: in-person), PSY3213L

*Research Methods in Personality Psychology* (1 section: in-person), PPE4324C

University of Florida

**HONORS, AWARDS, AND PROFESSIONAL DEVELOPMENT**

2019 Best Conceptual Paper at *Group & Organization Management*

**Jordan, S.L.**, Ferris, G.R., Hochwarter, W.A., & Wright, T.A. (2019). *Toward a work motivation conceptualization of grit in organizations.*

Best Paper for the Careers Division (CAR), Academy of Management, 80th Annual National Meeting, Vancouver

McCartney, J.A., **Jordan, S.L**., Franczak, J., Hochwarter, W.A., & Hall, A.T. *The role of perspective taking on supervisor off-work privacy violations: A three study-replication*.

Dissertation Research Grant, Florida State University, Spring 2020

Grant funded by the Congress of Graduate Students (COGS), the Office of the Provost, and the Office of Research at Florida State University through the Dissertation Research Grant program ($895)

**Jordan, S.L.** *Politics got you down? Unmet motivational strivings and experienced meaninglessness as consequences of perceptions of organizational politics*

Nominated for the Graduate Student Research & Creativity Award, Florida State University, Spring 2020

Nominated for an Outstanding Teaching Assistant Award (OTAA), Florida State University, Spring 2019

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

Dean’s List, College of Business, Florida State University, Fall 2016 – Fall 2018

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

Participant, Early-Stage Doctoral Student Consortium, Southern Management Association, 2017 Meeting, St. Pete Beach

Beta Gamma Sigma Honor Society

Program for Instructional Excellence Certificate, Florida State University, Fall 2016

**PROFESSIONAL SERVICE**

Reviewer for *Journal of Business Research*, 2020

Reviewer for *Journal of Organizational Behavior*—Annual Review and Conceptual Development Issue, 2020

Financial Officer, Florida State University Doctoral Student Business Association, Fall 2018-Summer 2020

Reviewer for *Proceedings of the National Academy of Sciences of the United States of America*, 2018

Volunteer for the Southern Management Association, 2017 Meeting, St. Pete Beach

Reviewer for the Southern Management Association, 2017 Meeting, St. Pete Beach

Reviewer for the Academy of Management, 77th Annual National Meeting, Atlanta.

Reviewer for *Translational Issues in Psychological Science*—Special Issue: Geropsychology, 2017

Volunteer for the Southern Management Association, 2016 Meeting, Charlotte

**PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM)

Southern Management Association (SMA)

**REFERENCES**

Gerald R. Ferris

Marie Krafft Professor, Professor of Psychology, and Professor of Sport Management

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Florida State University

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Professor Wayne A. Hochwarter

Jim Moran Professor of Management

Department of Management, College of Business

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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

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1. In-person section of MAN3240 moved online Spring 2020 in response to COVID-19 concerns. [↑](#footnote-ref-2)