VITA
(Abbreviated)

WAYNE A. HOCHWARTER

Melvin T. Stith Professor of Business Administration

Department of Management

College of Business

Florida State University

Tallahassee, FL 32306-1110

Ph: (850) 644-7849

Fax: (850) 644-7843

Preferred E-mail: whochwar@cob.fsu.edu

Personal Data:

Place of Birth: Chicago, Illinois

Phone: (850) 559-xxxx (CELL)
                              (850) 644-7849 (OFFICE)

Education

Ph.D.   Business Administration, Florida State University, Tallahassee, FL, 1993.
                 Major Area: Human Resources Management and Organizational
                 Behavior Minor Area: Research Methods/Statistics

M.B.A   Business Administration, DePaul University, Chicago, Illinois, 1988
                 Emphasis in Human Resource Management

B.S.   Business Administration College of St. Francis, Joliet, Illinois, 1986
                 Emphasis in Management

Employment History

September 2020 – Present   Melvin T. Stith Professor

October 2019 – Present   Member of Graduate Faculty
                                 United Arab Emirates University (Appointment)

March 2019 – Present   Member of the Graduate Faculty
                                 Michigan State University (Appointment)

October 2019 – Present   Honorary Research Fellow
                                 Faber School of Business
                                 Australia Catholic University

October 2017 – Present   Research Fellow
                                 Moran School of Entrepreneurship
                                 Florida State University

October 2016 – 2018   Professorial Fellow
                                 Faber School of Business
                                 Australian Catholic University

May 2015 – May 2018   Member of the Graduate Faculty University
                                 of Alabama

January 2007 – Present   Jim Moran Professor of Management

August 2006 – Present   Professor of Management

August 2004   Awarded Tenure

August 2003 – August 2006   Associate Professor of Management

June 2002 – August 2005   Coordinator, Doctoral Programs in Management

August 2001 – August 2004   Assistant Professor of Management
                                 Florida State University

August 1999 – August 2001   Associate Professor of Management
                                 University of Alabama, Tuscaloosa, AL

August 1996 – August 1999   Assistant Professor of Management
                                 University of Alabama, Tuscaloosa AL

January 1994 – April 1996   Assistant Professor of Management
                                 Mississippi State University, Mississippi State, MS

RESEARCH

Google Scholar Citations: 20700

h-index: 76

i10 index: 135

(All publications are refereed unless otherwise noted; Only accepted publications are noted)

Journal Publications

2022

Babalola, M., Jordan, S., Ren, S., Ogbonnaya, C., Hochwarter, W., & Soetan, G. (forthcoming). How and when perceptions of top management bottom-line mentality inhibit supervisors'' servant leadership behavior. *Journal of Management.*

Ellen, B., Maher, L., Hochwarter, W., Ferris, G., & Kiewitz, C. (2022). Perceptions of organizational politics: A restricted nonlinearity perspective of its effects on job satisfaction and performance. *Applied Psychology, 71,* 1224-1247.

Hochwarter, W., Jordan, S., Fontes-Comber, A., De La Haye, D., Khan, A., Babalola, M., Franczak, J. (2022). Losing the benefits of work passion? The implications of low ego-resilience for passionate workers. *Career Development International.*

Hochwarter, W., Jordan, S., Kiewitz, C., Liborius, P., Lampaki, A., Franczak, J., Deng, Y., Babalola, M., & Khan, A. (2022). Losing compassion for patients? The implications of COVID-19 on compassion fatigue and event-related post-traumatic stress disorder in nurses. *Journal of Managerial Psychology, 37,* 206-223.

Jordan, S., Hochwarter, W., Kapoutsis, I., Franczak, J., Babalola, M., Khan, A., & Li, Y. (2022). Sometimes enough is enough: Nurses' nonlinear levels of passion and the influence of politics. *Human Relations.*

Jordan, S., Palmer, J., Daniels, S., Hochwarter, W., Perrewe, P., & Ferris, G. (2022). Subjectivity in fairness perceptions: How heuristics and self-efficacy shape fairness expectations and perceptions in organizational newcomers. *Applied Psychology: An International Review, 71,* 103-128.

Ren, S., Babalola, M.T., Ogbonnaya, C., Hochwarter, W., Akemu, O., & Mintah, P. (2022). Employee Thriving at work: The long reach of family incivility and family support. *Journal of Organizational Behavior, 43,* 17-35.

2021

Chawla, N., Gabriel, A., Rosen, C., Evans, J., Koopman, J., Hochwarter, W., Palmer, J., & Jordan, S. (2020). A person-centered view of impression management, inauthenticity, and employee behavior. *Personnel Psychology, 74,* 657-691.

Hochwarter, W. (in press). Does empathy make the experience of work politics better or worse? *Organizational Dynamics.*

Lawong, D., Ferris, G., Hochwarter, W., & Harris, J. (in press). "Going to hell in a handbasket?" Personnel responses to organizational politics in economically challenged environments. *Organizational Dynamics.*

2020

Gabriel, A., Koopman, J., Rosen, C., Arnold, J., & Hochwarter, W. (2020). Are coworkers getting into the act? An examination of emotion regulation in coworker exchanges. *Journal of Applied Psychology, 105,* 907-929.

Hochwarter, W., Ferris, G., Rosen, C., Ejaz, A., Jordan, S., & Maher, L. (2020) Thirty years and growing: Review and identification of research challenges in perceptions of politics research. *Journal of Management* (Review Volume), *46,* 879-907.

Jordan, S., Hochwarter, W., Daniels, S., Palmer, J., & Ferris, G. (2020). Tempering narcissistic rage: Political support as an antidote. *Journal of Managerial Psychology, 35,* 559-574.

Palmer, J., Jordan, S., Hochwarter, W., Perrewe, P., & Ferris, G. (2020). Self-regulation failure as a moderator of the POPs-work outcomes relationships. *Career Development International, 25,* 731-745.

2019

Ellen, B., Kiewitz, C., Garcia, P., & Hochwarter, W. (2019). Dealing with the full-of-self-boss: Interactive effects of supervisor narcissism and subordinate resource management ability on work outcomes. *Journal of Business Ethics, 157,* 847-864.

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

Lawong, D., Ferris, G., Hochwarter, W., & Maher, L. (2019). Recruiter political skill and organization reputation effects on job applicant attraction in the recruitment process. *Career Development International, 24,* 278-296.

Mackey, J., Bishoff, J., Daniels, S., Hochwarter, W., & Ferris, G. (2019). Incivility's relationship with work outcomes: Enactment as a boundary condition in two samples. *Journal of Business Ethics*, *155,* 513-528.

2018

Hackney, K., Maher, L., Daniels, S., Hochwarter, W., & Ferris, G. (2018). Performance, stress, and attitudinal outcomes of perceptions of others' entitlement behavior: Supervisor-subordinate work relationship quality as moderator in two samples. *Group & Organization Management, 43,* 101-137.

Jordan, S., Hochwarter, W., Ferris, G., & Ejaz, A. (2018). Work grit as a moderator of politics perceptions: Workplace outcomes relationships: a three-study convergent investigation. *Career Development International*, 23, 576-594.

Lawong, D., McAllister, C., Ferris, G., & Hochwarter, W. (2018). Mitigating influence of transcendence on politics perceptions' negative effects. *Journal of Managerial Psychology, 33,* 176-195.

2017

Hall, A., Franczak, J., Shuang, M., Herrera, D., & Hochwarter, W. (2017). Driving away the bad guys: The interactive effects of politics perceptions and work drive across two studies. *Journal of Leadership and Organizational Studies, 24,* 106-120.

Rosen, C., Kacmar, K., Harris, K., Gavin, M., & Hochwarter, W. (2017). Workplace politics and performance appraisal: A two-study, multilevel field investigation. *Journal of Leadership & Organizational Studies*, 24, 20-38.

McAllister, C., Harris, J., Hochwarter, W., Perrewé. P., & Ferris, G. (2017). "Got resources": A multi-sample constructive replication of perceived resource availability's role in work passion-job outcomes relationships. *Journal of Business and Psychology, 32,* 147-164.

O'Leary-Kelly, A., Rosen, C., & Hochwarter, W. (2017). Who is deserving and who decides: Entitlement as a work-situated phenomenon. *Academy of Management Review, 42,* 417-436.

Wihler, A., Blickle, G., Ellen, B., Hochwarter, W., & Ferris, G. (2017). Personal initiative and job performance evaluations: The role of political skill in opportunity recognition and capitalization. *Journal of Management, 43,* 1388-1420.

2016

Freider, R., Shuang, M., & Hochwarter, W. (2016). Creating one's reality: The interaction of politics perceptions and enactment behavior. *Journal of Social Psychology, 156,* 74-97.

2015

Frieder, R., Hochwarter, W., & DiOrnotis, P. (2015). Attenuating the negative effects of abusive supervision: The role of proactive voice behavior and resource management ability. *Leadership Quarterly, 26,* 821-837.

2014

Hochwarter, W. (2014). On the merits of student-recruited sampling: Opinions a decade in the making. *Journal of Occupational and Organizational Psychology*, *87,* 27-33.

Hochwarter, W., Ellen, B., & Ferris, G. (2014). Examining the interactive effects of accountability, politics, and voice. *Career Development International, 19,* 358-380.

Kane-Frieder, R., Hochwarter, W., Hampton, H., & Ferris, G. (2014). Supervisor political support as a buffer to subordinates reactions to politics: A three-sample investigation. *Career Development International, 19,* 27-48.

Kane-Freider, R., Hochwarter, W., & Ferris, G. (2014). Terms of engagement: Political boundaries of work engagement – work outcomes relationships. *Human Relations, 67, 357-382.*

Perrewé, P., Hochwarter, W., Ferris, G., McAllister, C., & Harris, J. (2014). Developing a passion for work passion: Future directions on an ongoing construct. *Journal of Organizational Behavior, 35,* 145-150.

Rosen, C., & Hochwarter, W. (2014). Looking back and falling further behind: The moderating role of rumination on the relationship between organizational politics and employee attitudes, well-being, and performance. *Organizational Behavior and Human Decision Processes, 124,* 177-189.

2013

Mackey, J., Ellen, B., Hochwarter, W., & Ferris, G. (2013). Subordinate social adaptability and the consequences of abusive supervision perceptions in two samples. *Leadership Quarterly, 24,* 732-746.

2012

Ferris, G., Hochwarter, W., & Buckley, M. (2012). Theory in the organizational sciences: How will we know it when we see it? *Organizational Psychology Review, 2,* 94-110

Hochwarter, W., & Thompson, T. (2012). Mirror, mirror on my boss's wall: Engaged enactments moderating role on the relationship between perceived narcissistic supervision and work outcomes. *Human Relations, 65,* 335-366.

2011

Kapoutsis, I., Papalexandris, A., Nikolopoulos, A, Hochwarter, W., & Ferris, G. (2011). Politics perceptions as moderator of the political skill - job performance relationship: A two-study, cross-national, constructive replication. *Journal of Vocational Behavior, 78,* 123-135.

Zellars, K., Hochwarter, W., Lanivich, S., Perrewé, P., & Ferris, G. (2011). Accountability for others, perceived resources, and well-being: Convergent restricted nonlinear results in two samples*. Journal of Occupational and Organizational Psychology, 84,* 95-115.

2010

Hochwarter, W., & Byrne, Z. (2010). The interactive effects of chronic pain, guilt, and perfectionism on work outcomes. *Journal of Applied Social Psychology, 40,* 76-100.

Hochwarter. W., Ferris, G., Laird, M., Treadway, D., & Gallagher, V. (2010). Non-linear politics perceptions - work outcome relationships: A three study, five sample investigation. *Journal of Management, 36,* 740-763.

Hochwarter, W., Summers, J., Thompson, K., Perrewé, P., & Ferris, G. (2010). Strain reactions to perceived entitlement behavior by others as a contextual stressor: Moderating role of political skill in three samples. *Journal of Occupational Health Psychology, 15,* 388-398.

Hochwarter, W., & Thompson, K. (2010). The moderating role of optimism on politics-outcomes relationships: A test of competing perspectives. *Human Relations, 63, 1-24*.

Lanivich, S., Brees, J., Hochwarter, W., & Ferris, G. (2010). P-E fit as a moderator of the accountability - employee reactions relationships: Convergent results across two samples. *Journal of Vocational Behavior, 77,* 425-436.

Munyon, T., Hochwarter, W., Perrewé, P. & Ferris, G. (2010). Optimism and the nonlinear citizenship behavior – job satisfaction relationship in three studies. *Journal of Management, 36,* 432-447.

2009

Breaux, D., Munyon, T., Hochwarter, W., & Ferris, G. (2009). Politics as a moderator of the accountability job satisfaction relationship: Evidence across three studies. *Journal of Management, 35,* 307-326.

Ferris, G., Rogers, L., Blass, F., & Hochwarter, W. (2009). Interaction of job-limiting pain and political skill on job satisfaction and organizational citizenship behavior. *Journal of Managerial Psychology, 24,* 584-608.

Hochwarter, W., Rogers, L., Summers, J., Meurs, J., Perrewé, P., & Ferris, G. (2009). Personal control antidotes to the strain consequences of generational conflict as a stressor: A two-study constructive replication and extension. *Career Development International, 14,* 465-486.

Kiewitz, C., Restubog, S., Zagenczyk, T., & Hochwarter, W. (2009). The interactive effects of psychological contract breach and organizational politics on perceived support: Evidence from two longitudinal studies. *Journal of Management Studies, 46,* 806-815.

Laird, M., Perryman, A., Hochwarter, W., Ferris, G., & Zinko, R. (2009). The moderating effects of personal reputation on accountability – strain relationships. *Journal of Occupational Health Psychology, 14*, 70-83.

Munyon, T., Breaux, D., Rogers, L., Perrewé, P., & Hochwarter, W. (2009). Mood crossover and relationship reciprocity. *Career Development International, 14,* 408-427.

Royle, T., Fox, G., & Hochwarter, W. (2009). The relationship between select situational and dispositional constructs and informed accountability for others. *International Journal of Management and Marketing Research, 2,* 113-133.

2008

Brandes, P., Castro, S., James, M., Martinez, A., Matherly, T., Hochwarter, W., & Ferris, G. (2008). The interactive effects of job insecurity and organizational cynicism on work effort following a layoff. *Journal of Leadership and Organizational Studies, 14,* 233-247.

Breaux, D., Perrewé, P., Hall, A., Frink, D., & Hochwarter, W. (2008). Time to try a little tenderness? The detrimental effects of accountability when coupled with abusive supervision. *Journal of Leadership and Organizational Studies, 11,* 111-122.

Breaux, D., Perrewé, P, Hochwarter, W., Hall, A., & Frink, D (2008). Consequences of accountability: The role of abusive supervision. *Journal of Leadership & Organizational Studies, 15,* 111-122.

Byrne, Z., & Hochwarter, W. (2008). Perceived organizational support and performance: Relationships across levels of organizational cynicism. *Journal of Managerial Psychology, 23,* 54-72.

Hochwarter, W., Laird, M., & Brouer, R. (2008). Board up the windows: The interactive effects of hurricane-induced job stress and perceived resources on work outcomes. *Journal of Management, 34*, 263-289.

Jawahar, I., Meurs, J., Ferris, G., & Hochwarter, W. (2008). Self-efficacy and political skill as comparative predictors of task and contextual performance: A two-study constructive replication. *Human Performance, 21,* 138-157.

Royle, T., Hall, A., & Hochwarter, W. (2009). The mediating effect of informal accountability for others. *International Journal of Management and Marketing Research, 1,* 1-22.

2007

Harvey, P., Stoner, J., & Hochwarter, W., & Kacmar, C. (2007). Coping with abusive supervision: The neutralizing effects of ingratiation and positive affect on negative employee outcomes. *Leadership Quarterly, 18,* 264-280.

Hochwarter, W., Ferris, G., Gavin, M., Perrewé, P., Hall, A., & Frink, D. (2007). Political skill as a moderator of the felt accountability - job performance relationship: Longitudinal convergence of mediated moderation results. *Organizational Behavior and Human Decision Processes, 102,* 226-239.

Hochwarter, W., Ferris, G., Zinko, R., James, M., & Platt, B. (2007). Reputation as a moderator of the political behavior - work outcomes relationships: A two-study investigation with convergent results. *Journal of Applied Psychology, 92,* 567-576.

Hochwarter, W., Meurs, J., Perrewé, P., Royle, T., Matherly, T. (2007). Attention control as a neutralizer of the anxiety-provoking consequences of others' perceived entitlement behavior. *Journal of Managerial Psychology, 22,* 506-528.

Hochwarter, W., Perrewé, P., Meurs, J., & Kacmar, C. (2007). The interactive effects of work-induced guilt and ability to manage resources on job and life satisfaction. *Journal of Occupational Health Psychology, 12,* 125-135.

2006

Byrne, Z., & Hochwarter, W. (2006). I get by with a little help from my friends: The interaction of chronic pain and organizational support on work contribution. *Journal of Occupational Health Psychology, 11,* 215-227.

Hall, A., Royle, T., Brymer, R., Perrewé, P., Ferris, G., & Hochwarter, W. (2006). Relationships between felt accountability as a stressor and strain reactions: The neutralizing role of autonomy across two studies. *Journal of Occupational Health Psychology, 11,* 87-99.

Hochwarter, W., Witt, L., Ferris, G., & Treadway, D. (2006). The interaction of social skill and organizational support on job performance. *Journal of Applied Psychology, 91,* 482-489.

Zellars, K., Perrewé, P., Hochwarter, W., & Anderson, K. (2006). The interactive effects of positive affect and conscientiousness on strain. *Journal of Occupational Health Psychology, 11,* 281-289.

2005

Byrne, Z., Kacmar, C., Stoner, J., & Hochwarter, W. (2005). The politics perceptions - depressed mood at work relationship: Unique moderators across three levels. *Journal of Occupational Health Psychology, 10,* 330-343.

Byrne, Z., Stoner, J., Thompson, K., & Hochwarter, W. (2005). The interactive effects of conscientiousness, work effort, and psychological climate on job performance. *Journal of Vocational Behavior, 66,* 326-338.

Ferris, G., Treadway, D., Kolodinsky, R., Hochwarter, W., Kacmar, C., & Douglas, C. (2005). Development and validation of the political skill inventory. *Journal of Management, 31,* 126-152.

Hochwarter, W., & Byrne, Z. (2005). Leader member exchange and job tension: Linear and non-linear effects across levels of affective disposition. *Journal of Business and Psychology, 20,* 171-190.

Hochwarter, W., Perrewé, P., Hall, A., & Ferris, G. (2005). Negative affectivity as a moderator of the form and magnitude of the relationship between felt accountability and job tension. *Journal of Organizational Behavior, 26,* 517-535.

James, M., Treadway, D., Conner, D., & Hochwarter, W. (2005). The interactive effects of positive affect and a sense of competency on the politics perceptions-job satisfaction relationship. *Journal of Applied Social Psychology, 35,* 798-820.

Perrewé, P., Zellars, K., Rossi, A., Ferris, G., Kacmar, C., Liu, Y., Zinko, R., & Hochwarter, W. (2005). Political skill: An antidote in the role overload - strain relationship. *Journal of Occupational Health Psychology, 10,* 239-250.

Royle, M., Hall, A., Hochwarter, W., Perrewé, P., & Ferris, G. (2005). The interactive effects of accountability and job self-efficacy on organizational citizenship and political behavior. *Organizational Analysis, 13,* 53-72.

Treadway, D., Hochwarter, W., Kacmar, C., & Ferris, G. (2005). Political will, political skill, and political behavior. *Journal of Organizational Behavior, 26,* 226-245.

Treadway, D., Ferris, G., Hochwarter, W., Perrewé, P., Witt, L., & Goodman, J. (2005). The role of age in the perceptions of politics – job performance relationship: A three-study constructive replication. *Journal of Applied Psychology, 90,* 872-881.

2004

Ahearn, K., Ferris, G., Hochwarter, W.A., Douglas, C., & Ammeter, A.P. (2004). Leader political skill and team performance. *Journal of Management, 30,* 309-327.

Brockner, J., Spreitzer, G., Mishra, A., Hochwarter, W., Pepper, L., & Weinberg, J. (2004). Perceived control as an antidote to the negative effects of layoffs on survivors' organizational commitment and job performance. *Administrative Science Quarterly, 49,* 76-100.

Hochwarter, W., Kiewitz, C., Gundlach, M., & Stoner, J. (2004). The impact of vocational and social efficacy on job performance and career satisfaction. *Journal of Leadership and Organizational Studies, 10,* 27-41.

Hochwarter, W., James, M., Johnson, D., & Ferris, G. (2004). The interactive effects of politics perceptions and trait cynicism on work outcomes. *Journal of Leadership and Organizational Studies, 10,* 44-58.

Kolodinsky, R., Hochwarter, W., & Ferris, G. (2004). Nonlinearity in the relationship between political skill and work outcomes: Convergent evidence from three studies. *Journal of Vocational Behavior, 65,* 294-308.

Liu, Y., Perrewé, P., Hochwarter, W., & Kacmar, C. (2004). Dispositional antecedents and consequences of emotional labor at work. *Journal of Leadership & Organizational Studies, 10,* 12-26.

Treadway, D., Ferris, G., Douglas, C., Hochwarter, W., Kacmar, C., Ammeter, A., & Buckley, M. (2004). Leader political skill and employee reactions. *The Leadership Quarterly, 15,* 493-513.

Zellars, K., Hochwarter, W., Perrewé, P., Hoffman, N., & Ford, E. (2004). Experiencing job burnout: The roles of positive and negative traits and states. *Journal of Applied Social Psychology, 34,* 887-911.

2003

Castro, S., Douglas, C., Hochwarter, W., Frink, D., & Ferris, G. (2003). The effects of positive affect and gender on the influence tactics – job performance relationship. *Leadership and Organizational Studies, 10,* 1-18.

Hochwarter, W. (2003). The interactive effects of pro-political behavior and politics perceptions on job satisfaction and affective commitment. *Journal of Applied Social Psychology, 33,* 1360-1378.

Hochwarter, W., & Treadway, D. (2003). The interactive effects of negative and positive affect on the politics perceptions – job satisfaction relationship. *Journal of Management, 2,* 551-567.

Hochwarter, W., Kacmar, C., Perrewé, & Johnson, D. (2003). Perceived organizational support as a mediator of the relationship between politics perceptions and work outcomes. *Journal of Vocational Behavior, 63,* 438-465.

Hochwarter, W., Kiewitz, C., Castro, S., Perrewé, P., & Ferris, G. (2003). Positive affectivity and collective efficacy as moderators of the relationship between perceived politics and job satisfaction. *Journal of Applied Social Psychology, 33,* 1009-1035.

Hochwarter, W., Kacmar, K., & Treadway, D., & Watson, T. (2003). It's all relative: The distinction and prediction of politics perceptions across levels. *Journal of Applied Social Psychology, 33,* 1995-2016.

2002

Ammeter A., Douglas, C., Gardner, W., Hochwarter, W., & Ferris, G. (2002). Toward a political theory of leadership. *Leadership Quarterly, 13,* 751-796.

Kiewitz, C., Hochwarter, W., & Ferris G. (2002). Psychological climate as a moderator of the relationship between perceived politics and job outcomes. *Journal of Applied Social Psychology, 32,* 1189-1207.

Perrewé, P., Hochwarter, W., Rossi, A., Wallace, A., Maignan, I., Castro, S., Ralston, D., Westman, M., Vollmer, G., Tang, M., Wan, P., & Van Deusen, C. (2002). Are work stress relationships universal? A nine-region examination of role stressors, general self-efficacy, and burnout. *Journal of International Management, 8,* 163-187.

Valle, M., Witt, L., & Hochwarter, W. (2002). Dispositions and organizational politics perceptions: The influence of positive and negative affectivity. *Journal of Management Research, 2,* 121-128.

Zivnuska, S., Kiewitz, C., Hochwarter, W., Perrewé, P., & Zellars, K. (2002). What is too much or too little? The curvilinear effects of job tension on turnover intent, value attainment, and job satisfaction. *Journal of Applied Social Psychology, 32*, 1344-1360.

2001

Bozeman, D., Perrewé, P., Hochwarter, W., & Brymer, R. (2001). Organizational politics, perceived control, and work outcomes: Boundary conditions on the effects of politics. *Journal of Applied Social Psychology, 31,* 486-503.

Ferris, G., Witt, L., & Hochwarter, W. (2001). The interaction of social skill and general mental ability on work outcomes. *Journal of Applied Psychology, 86,* 1075-1082.

Hochwarter, W., Ferris, G., Perrewé, P., Canty, A., Frink, D., & Berkson, H. (2001). Reconsidering the job performance-turnover relationship: The role of gender in form and magnitude. *Journal of Applied Social Psychology, 31,* 2357-2377.

Hochwarter, W., Ferris, G., Perrewé, P., Witt, L.A., & Kiewitz, C. (2001). A note on the nonlinearity of the age-job satisfaction relationship. *Journal of Applied Social Psychology, 31,* 1223-1237.

Perrewé, P., & Hochwarter, W. (2001). Can we really have it all? The attainment of work and family values. *Current Directions in Psychological Science, 10*, 29-33.

Witt, L., Hilton, T., & Hochwarter, W. (2001). Addressing politics in matrix teams. *Group and Organization Management, 26,* 230-247.

Zellars, K., Hochwarter, W., Perrewé, P., Miles, A., & Kiewitz, C. (2001). Beyond self-efficacy: Interactive effects of role conflict and perceived collective efficacy. *Journal of Managerial Issues, 13,* 483-499.

2000

Hochwarter, W., Pearson, A., Ferris, G., Perrewé, P., & Ralston, D. (2000). A re-examination of Schriesheim and Hinkin's (1990) measure of upward influence. *Educational and Psychological Measurement, 60*, 755-771.

Hochwarter, W., Witt, L., & Kacmar, K. (2000). Perceptions of organizational politics as a moderator of the relationship between conscientiousness and job performance. *Journal of Applied Psychology, 85*, 472-478.

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Zellars, K., Perrewé, P., & Hochwarter, W. (2000). Burnout in healthcare: The role of the five factors of personality. *Journal of Applied Social Psychology, 30,* 1570-1598.

1999

Ferris, G., Hochwarter, W., Buckley, M., Harrell-Cook, G., & Frink, D. (1999). Human resource management: Some new directions. *Journal of Management*, 25, 385-416.

Hochwarter, W., Perrewé, P., Ferris, G., & Brymer, R. (1999). Complexity of the job satisfaction-performance relationship: The moderating effects of value attainment and affective disposition. *Journal of Vocational Behavior, 54*, 296-313.

Hochwarter, W., Perrewé, P., Ferris, G., & Guerico, R. (1999). Commitment as an antidote to the tension and turnover consequences of politics. *Journal of Vocational Behavior, 55,* 277-297.

Hochwarter, W., Zellars, K., Perrewé, P., & Harrison, A. (1999). The interactive role of negative affectivity and job characteristics: Are high NA employees destined to be unhappy at work? *Journal of Applied Social Psychology, 29,* 2204-2219.

Perrewé, P., Hochwarter, W., & Kiewitz, C. (1999). Value attainment: An explanation for the negative effects of work/family conflict on job and life satisfaction. *Journal of Occupational Health Psychology, 4*, 318-326.

Witt, L., Hochwarter, W., Hilton, T., & Hillman, C. (1999). Team-member exchange and commitment to a matrix team. *Journal of Social Behavior and Personality*, *14*, 63-74.

Zellars, K., Perrewé, P., & Hochwarter, W. (1999). Mitigating burnout among high NA employees in health care: What can organizations do? *Journal of Applied Social Psychology, 29,* 2250-2271.

1998

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1997

Burack, E., Hochwarter, W., & Mathys, N. (1997). The new management development paradigm. *Human Resource Planning, 20,* 14-21.

Harrison, A., Rainer, K., & Hochwarter, W. (1997). Gender differences in computing activities. *Journal of Social Behavior and Personality*, *12,* 849-868.

Harrison, A., Rainer, K., Hochwarter, W., & Thompson, K. (1997). Testing the self-efficacy - performance linkage of social cognitive theory. *Journal of Social Psychology, 137,* 1-10.

Thompson, K., Hochwarter, W., & Mathys, N. (1997). Stretch targets, bureaucratic immunity, and systematic accommodation. *The Academy of Management Executive, 11,* 48-60.

1996

Hochwarter, W., Harrison, A., & Amason, A. (1996). Testing a second order multidimensional model of negative affectivity. *Educational and Psychological Measurement, 56,* 791-808.

Hochwarter, W., Stepina, L., & Perrewé, P. (1996). Always getting the short end of the stick: The effects of negative affectivity on perceptions of inequity. *Journal of Managerial Issues, 8,* 457-469.

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1995

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Hochwarter, W., & Mathys, N. (1995). Mentoring: The key to managerial succession. *Business and Economic Report, 25,* 6-10.

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Hochwarter, W., Perrewé, P., & Dawkins, M. (1995). Gender differences in perceptions of stress-related variables: Do the people make the place or the place make the people? *Journal of Managerial Issues, 3,* 62-74.

Kacmar, K., & Hochwarter, W. (1995). The interview as a communication event: A field examination of demographic effects on interview outcomes. *Journal of Business Communications, 32*, 207-232.

1989-1994

Hennessey, H., Perrewé, P., & Hochwarter, W. (1992). Impact of benefit awareness on employee and organizational outcomes: A longitudinal field examination. *Benefits Quarterly, 2,* 90-97.

Hochwarter, W., Kent, R., & Perrewé, P. (1993). The impact of persistence on the stressor-strain and strain-intentions to leave relationships: A field examination. *Journal of Social Behavior and Personality, 8,* 389-404.

LaVan, H., Katz, M., & Hochwarter, W. (1990). Employee stress swamps workers' comp. *Personnel, 67,* 61-65.

Steen, J., Perrewé, P., & Hochwarter, W. (1994). The effects of gender on arbitration outcomes: Reanalysis of a perceived problem. *Labor Law Journal, 45,* 298-305.

Contributed Book Chapters

2022

Hochwarter, W., Rosen, C., Jordan, S., & Compagnone, M. (2022). How do theories in the behavioral and social sciences emerge, develop and decline? The case of politics perceptions. In K. Murphy (Ed.), *Data, methods and theory in the organizational sciences* (pp. 181-205). New York, NY: Routledge.

2021

Ejaz, A., Qutatulain, S., Ferris, G., Hochwarter, W., & Khan, A. (2021). Leadership styles – employee upward influence tactics relationships: Testing the moderating effects of political skill and organizational politics perceptions. In G. Ferris, P. Perrewé, A. Akande, B. Adetoun, & M. Adewuyi (Eds.), *The global nature of organizational science phenomena: Critical roles of politics, leadership, stress, and context.* Hauppauge, NY: Nova Science Publishers.

Lawong, D., Ferris, G., Hochwarter, W., & Fitzgerald, M. (2021). Going to heck in a handbasket? Organizational politics in economically challenged environments. In M. Buckley, J. Halbesleben, & A. Wheeler (Eds.), *Research in personnel and human resources management* (p. 71-97). Bingley, UK: Emerald Group Publishing Ltd.

Maher, L., Ejaz, A., Jordan, S., Hochwarter, W., & Ferris, G. (2021). Thirty years and growing: Review and identification of theory/research challenges in perceptions of organizational politics. In G. Ferris, P. Perrewé, A. Akande, B. Adetoun, & M. Adewuyi (Eds.), *The global nature of organizational science phenomena: Critical roles of politics, leadership, stress, and context.* Hauppauge, NY: Nova Science Publishers.

Palmer, J., Jordan, S., Hochwarter, W., & Perrewé, P. (2021). The role of emotional exhaustion, vigor, and negative affectivity in the abusive supervision – work outcomes relationships. In G. Ferris, P. Perrewé, & A. Akande (Eds.), *Emerging trends in global organizational science phenomena: Critical roles of politics, leadership, stress, and context* (pp. 463-483). Hauppauge, NY: Nova Science Publishers.

Treadway, D., Seitz, S., Xu, N., Hochwarter, W., Ferris, G., & Buckley, M. (2021). Moderating effects of leader narcissism on the relationships between leader political skill and follower LMX and affective commitment. In G.R. Ferris, P.L. Perrewé, A. Akande, B. Adetoun, & M. Adewuyi (Eds.), *The global nature of organizational science phenomena: Critical roles of politics, leadership, stress, and context.* Hauppauge, NY: Nova Science Publishers.

2020

Hochwarter, W., Kapoutsis, I., Jordan, S., Khan, A., & Babalola, M. (2020). Dyads of politics and the politics of dyads: Implications for leader development. In M. Buckley, J. Halbesleben, & A. Wheeler (Eds.), *Research in personnel and human resources management* (Vol. 37; pp. 103-143). Bingley, UK: Emerald Group Publishing Ltd.

Russell, Z., Maher, L., Ferris, G., Jordan, S., & Hochwarter, W. (2020). Research methods in organizational politics: Issues, challenges, and opportunities. In E.F. Stone-Romero & P.J. Rosopa (Eds.), *Research methods in human resources management*. Charlotte, NC: Information Age Publishing.

2019

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

2017

Byrne, Z., Manning, S., Weston, J., & Hochwarter, W. (2017). All roads lead to well-being: Unexpected relationships between organizational politics perceptions, employee engagement, and worker well-being. In P. Perrewe, C. Rosen & J. Halbesleben (Eds.), *Research in Occupational Stress and Well Being* (pp. 1-32). Bingley, UK: Emerald.

2012

Hochwarter, W. (2012). Positive politics. In G. Ferris and D. Treadway (Eds.), *Politics in organizations: Theory and research considerations* (pp. 20-45). New York, NY: APA Press.

2011

Ferris, G., & Hochwarter, W. (2011). Organizational politics. In S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leong, S. Parker, & J. Zhou (Eds.), *Handbook of industrial and organizational psychology* (pp. 435-459). Washington, D.C.: American Psychological Association.

Hochwarter, W., Ferris, G., & Hanes, T. (2011). Multi-study packages in organizational science research. In D. Ketchen Jr. & D. Bergh (Eds.), *Research methodology in strategy and management* (pp. 163-200). Bingley, UK: Emerald Group Publishing Limited.

2009

Zellars, K., Perrewé, P., Rossi, A., Kacmar, C., Hochwarter, W., & Ferris, G. (2009). The role of political skill in neutralizing the dysfunctional impact of negative affectivity on psychological and physiological strains. In A. Rossi, J. Quick, & P. Perrewé (Eds.), *Stress & quality of working life: The positive and the negative* (pp. 123-141). Greenwich, CT: Information Age Publishing.

2008

Frink, D., Hall, A., Perryman, A., Ranft, A., Hochwarter, W., Ferris, G., & Royle, M. (2008). A meso-level theory of accountability in organizations. In J. Martocchio (Ed.), *Research in personnel and human resources management* (Vol. 27, pp. 177-245). Bingley, UK: Emerald Group Publishing Ltd.

Zellars, K., Perrewé, P., Rossi, A., Kacmar, C., Hochwarter, W., & Ferris, G. (2008). O papel da habilidade política em neutralizer o impacto disfuncional da afetividade negative sobre as tensoes psicológicas e fisiológicas. In A. Rossi, J. Quick, & P. Perrewé (Eds.), *Stress e qualidade de vida no trabalho: O positivo e o negative* (pp. 143-162). São Paulo: Editora Atlas.

2007

Connor, D., Treadway, D., James, M., & Hochwarter, W. (2007). Task interdependence as a moderator of politics-work outcomes relationships. In D. Syvantec & E. McChrystal (Ed.), *Refining familiar constructs: Alternative views in OB, HR, and I/O* (pp. 167-187). Charlotte, NC: Information Age Publishing.

Ferris, G., Hochwarter, W., & Matherly, T. (2007). HRM after 9/11 and Katrina. In S. Werner, S. Jackson, & R. Schuler (eds.), *Current issues in North American HRM* (pp. 172-185). New York: Taylor and Francis.

2006

Brouer, R., Ferris, G., Hochwarter, W., & Laird, M. (2006). The strain-related reactions to perceptions of organizational politics as workplace stressor: Political skill as a neutralizer. In E. Vigoda-Gadot & A. Drory (Eds.), *Handbook of organizational politics*. Cheltenham Glos., UK: Edward Elgar Publishers.

Ferris, G., Bowen, M., Treadway, D., Hochwarter, W., Hall, A., & Perrewé, P. (2006). The assumed linearity of organizational phenomena: Implications for occupational stress and well-being. In P. Perrewé & D. Ganster (Eds.), *Research in occupational stress and well-being* (Vol. 5, pp. 205-232). Oxford, UK: Elsevier Science Ltd.

Hochwarter, W., & Byrne, Z. (2006). Navigating political landmines at work. In J. Greenhaus & G. Callahan (Eds.), *Career Management Encyclopedia* (pp. 591-595). Greenwich, CT: Information Age Publishing.

Hochwarter, W., Kolodinsky, R., Witt, L., Hall, A., Ferris, G., & Kacmar, K. (2006). Competing perspectives on the role of understanding in the politics perceptions – job performance relationship: A test of the "antidote" versus "distraction" hypotheses. In E. Vigoda-Gadot & A. Drory (Eds.), *Handbook of organizational politics* (pp. 271-285). Cheltenham Glos., UK: Edward Elgar Publishers.

Liu, Y., Ferris, G., Treadway, D., Prati, L., Perrewé, P., & Hochwarter, W. (2006). The emotion of politics and the politics of emotion: Affective and cognitive reactions to politics as a stressor. In E. Vigoda-Gadot & A. Drory (Eds.), *Handbook of organizational politics* (pp. 161-186). Cheltenham Glos., UK: Edward Elgar Publishers.

2005

Ferris, G., Brouer, R., Laird, M., & Hochwarter, W. (2005). The consequences of organizational politics perceptions as a workplace stressor. In A. Rossi, P. Perrewé, & S. Sauter (Eds.), *Stress and quality of working life: Current perspectives on occupational health* (pp. 156-166). Sao Paulo, Brazil: Editora Atlas.

Hochwarter, W., & Castro, S. (2005). Leader-member exchange and social influence. In G. Graen (Ed.), *LMX, the series* (pp. 43-72). Greenwich, CT: Information Age Publishing.

2004

Hall, A., Hochwarter, W., Ferris, G., & Bowen, M. (2004). The dark side of politics in organizations. In R. Griffin & A. O'Leary-Kelly (Eds.), *The dark side of organizational behavior* (pp. 237-261). San Francisco: Jossey-Bass (SIOP Organizational Frontiers Series).

Zellars, K., Perrewé, P., Ferris, G., & Hochwarter, W. (2004). A preliminary examination of the role of attributions and emotions in the transactional stress model: An examination of work/family conflict. In M. Martinko (Eds.), *Attribution theory in the organizational sciences: Theoretical and empirical contributions*, (pp. 151-172). Greenwich, CT: Information Age Publishing.

2003

Hall, A., Frink, D., Ferris, G., Hochwarter, W., Kacmar, C., & Bowen, M. (2003). Accountability in human resources management. In C. Schriesheim & L. Neider (Eds.), *New directions in human resource management* (pp. 29-63) (A volume in the Research in Management series). Greenwich, CT: Information Age Publishing.

Hochwarter, W. (2003). Social influence and job stress: Direct, intervening, and non-linear effects. In P. Perrewé & D. Ganster (Eds.), *Research in occupational stress and well-being: Exploring theoretical mechanisms and perspectives* (Volume 3, 167-206). London, UK: JAI Press.

2002

Adams, G., Ammeter, A., Treadway, D., Ferris, G., Hochwarter, W., & Kolodinsky, R. (2002). Perceptions of organizational politics: Additional thoughts, reactions, and multi-level issues. In F. Yammarino & F. Dansereau (Eds.), *Research in multi-level issues, Volume 1: The many faces of multi-level issues* (pp. 287-294). Oxford, UK: JAI Press/Elsevier Science.

Ferris, G., Adams, G., Kolodinsky, R., Hochwarter, W., & Ammeter, A. (2002). Perceptions of organizational politics: Theory and research directions. In F. Yammarino & F. Dansereau (Eds.), *Research in multi-level issues, Volume 1: The many faces of multi-level issues* (pp. 179-254). Oxford, UK: JAI Press/Elsevier Science.

Ferris, G., Hochwarter, W., Douglas, C., Blass, F., Kolodinsky, R., & Treadway, D. (2002). Social influence processes in organizations and human resource systems. In G. R. Ferris (Ed.), *Research in personnel and human resources management* (pp. 65-128). Greenwich, CT: JAI Press.

Kiewitz, C., & Hochwarter, W. (2002). Anger at work: Predictors and outcomes. In G. Ferris, M. Buckley & D. Fedor (Eds.), *Human resources management: Perspectives, context, functions, and outcomes (*pp. 488-503*).* Englewood Cliffs, NJ: Prentice-Hall.

Mero, N., Frink, D., Zellars, K., Hochwarter, W., Stollak, M., & Wilkerson, J. (2002). The internal context of human resources management. In G. Ferris, M. Buckley, & D. Fedor (Eds.), Human resources management: Perspectives, context, unction, and outcomes (pp. 451-481). Prentice-Hall, Upper Saddle River, NJ.

1995

Hochwarter, W., Kent, R., & Perrewé, P. (1995). The impact of persistence on the stressor-strain and strain-intentions to leave relationships: A field examination. In P. Perrewé & R. Crandall (Eds.), *Occupational stress handbook* (pp. 153-166). Washington, D.C.: Taylor and Francis Press.

1990

Nicholson, J., Stepina, L., & Hochwarter, W. (1990). Psychological aspects of expatriate effectiveness success. In G. Ferris & K. Rowland (Eds.), *Research in personnel and human resources management* (pp. 127-146). Greenwich, CT: JAI Press.

Academic Presentations

2021

Deng, Y., Kiewitz, C., Jordan, S., & Hochwarter, W. (2021). *Losing compassion for patients? COVID-19, compassion fatigue, and event-related PTSD in nurses.* Paper presented in the Annual Meeting of the Academy of Management Meeting, Virtual.

Kapoutsis, I., Li, Y., Hochwarter, W., Babalola, M., & Khan, A. (2021). *Sometimes enough is enough: Nurses' nonlinear levels of passion and the influence of politics*. Paper presented in the Annual Meeting of the Academy of Management Meeting, Virtual.

2020

McCartney, J., Jordan, S., Franczak, J., Hochwarter, W., & Hall, A. (2020). *The role of perspective taking on supervisor off-work privacy violations: A three study-replication.* Paper presented in the Annual Meeting of the Academy of Management Meeting, Virtual.

2019

Ellen, B., Maher, L., Hochwarter, W., Ferris, G., & Kiewitz, C. (2019, October). *Loyal to a fault? A restricted nonlinearity perspective on the effects of politics perceptions on job satisfaction and performance.* Paper presented at the Southern Management Association (SMA) 2019 Annual Meeting, Norfolk, VA.

Ejaz, A. Quratulain, S. Ferris, G., Hochwarter, W., Khan, A. (2019, October). *Leadership styles - employee upward influence tactics relationships: Testing the moderating effects of political skill and organizational politics perceptions*. Paper presented at the Southern Management Association (SMA) 2019 Annual Meeting, Norfolk, VA.

Fontes, A., Hochwarter, W., Jordan, S., & Palmer, J. (2019, October). *The role of ego-resilience as a moderator of work passion and work outcome relationships.* Paper presented at the Southern Management Association (SMA) 2019 Annual Meeting, Norfolk, VA.

Jordan, S., Palmer, J., Daniels, S., Hochwarter, W., Perrewé, P., & Ferris, G. (2019, August). The nature of newcomers' injustice expectations: A multi-study investigation. Paper presented in the Annual Meeting of the Academy of Management Meeting, Boston, MA.

Mackey, J., Martinko, M., Perrewé, P., Spector, P., Hochwarter, W., ….Gray, C. (2019, October). *Welcome to the dark side: A symposium about counterproductive work behavior.* Symposium presented at the Southern Management Association (SMA) 2019 Annual Meeting, Norfolk, VA.

Palmer, J., Hochwarter, W., & Ferris, G. (2019, April). Self-regulation as a moderator of the mediated NA-POPs-CWB relationship. In S. E. Hill, A. L. E. Thomas, & J. P. Meriac (Co-Chairs), *Do you perceive it? Perceptual issues surrounding organizational politics*. Symposium accepted for presentation at the 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.

Palmer, J., Perrewé, P.L., Hochwarter, W.A., & Sieiro, G.M. (2019, November). The role of perceived organizational support in the abusive supervision – self-regulation relationship in Welcome to the dark side: A symposium about bad behavior in the workplace, Southern Management Association Meetings.

2018

Evans, J., Chawla, N., Gabriel, A., Koopman, J., Hochwarter, W., & Arnold, J. (2018). *Expanding the social context surrounding impression management at work*. In J. Evans, N. Chawla, and A. Gabriel (Chairs). Symposium presented at the Annual Meeting of the Academy of Management Meeting, Chicago, IL.

Jordan, S., Hochwarter, W., Ferris, G., & Ejaz, A. (2018). *Grit as a moderator of the politics perceptions-work outcomes relationships in three studies*. Paper presented at the Annual Meeting of the Academy of Management Meeting, Chicago, IL.

Jordan, S., Hochwarter, W., Palmer, J., 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 (SMA) 2018 Annual Meeting, Lexington, KY.

Lawong, D., Ferris, G., Hochwarter, W., & Maher, L. (2018). *The impact of recruiter political skill and organization reputation on applicant attraction*. Paper presented at Annual Meeting of the Academy of Management Meeting, Chicago, IL.

Palmer, J., Hochwarter, W., Jordan, S., Fontes-Comber, A., & Plummer, H. (2018, November). *Supervisor political support as an antidote for the employee negative affect – workplace outcomes relationships*. Paper presented at the Southern Management Association (SMA) 2018 Annual Meeting, Lexington, KY.

Palmer, J., Jordan, S., Perrewé, P., & Hochwarter, W. (2018). *Testing a moderated dual mediation abusive supervision–job satisfaction model*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

2017

Ellen, B. III, Kiewitz, C., Hochwarter, W., & Ferris, G. *The negative effects of loyalty on political environments*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lawong, D., McAllister, C., Hochwarter, W., & Ferris, G. (2017). *Mitigating influence of transcendence on politics perceptions negative effects*. Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.

Palmer, J., Jordan, S., & Hochwarter, W. (2017). *The role of emotional exhaustion, vigor, and NA in the abusive supervision – outcome relationship.* Paper presented in the 78th Annual Meeting of the Academy of Management Meeting, Vancouver, BC.

2016

Bishoff, J., Hochwarter, W.A., & Ferris, G.R. (2016). *Enactment and the relationship between incivility and job satisfaction, OCB, and turnover intent.* Paper presented at the Academy of Management, 76th Annual National Meeting, Anaheim, CA.

2014

Ellen, B. III, Kane-Frieder, R., & Hochwarter, W. (2014). *A political perspective of the MAC model of performance*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Hackney, K., Maher, L., Hochwarter, W., Ferris, G. (2014). *Job performance and well-being consequences of perceived entitlement behavior: Moderating role of relationship quality in two samples.* Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.

Herrera, D., Franczak, J. & Hochwarter, W. (2014). *The moderating role of work drive on politics perceptions-work outcome relationships.* Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.

Wihler, A., Blickle, G., Ellen, B.P. III, Hochwarter, W., & Ferris, G. (2014). *Personal initiative and job performance evaluations: Role of political skill*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

2013

Ellen, B., Burns, S., & Hochwarter, W. (2013). *The mitigating role of resource management ability on the negative effects of supervisor narcissism.* Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.

Ellen, B., Mackey, J., Hochwarter, W., & Ferris, G. (2013). *Social adaptability as a resource buffering abusive supervision perceptions*. Paper presented in the 28th Annual Conference of the Society for Industrial and Organizational Psychology. Houston, TX, April 11-13, 2013.

Ma, S., Hochwarter, W., & Frieder-Kane, R. (2013). *Creating one's reality: The interactive effect of politics perceptions and employee enactment on work outcome.* Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.

Wihler, A., Blickle, G., Hochwarter, W., & Ferris, G. (2013). *Contextual and personal antecedents of personal initiative and its moderated-mediated job performance consequences: A two-study, multi-source, model-testing investigation.* Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.

Hochwarter, W., Ellen, B., & Ferris, G. (2013). *Dynamics of accountability, voice, and political environments across two samples.* Paper presented at the Annual Meeting of the Academy of Management Meeting, Lake Buena Vista, FL.

Kane-Frieder, R., Harris, J., McAllister, C., Hochwarter, W., & Castro, S. (2013). *You're so vain you probably think this paper is about you: The moderating effect of perceived resources on entitlement perceptions and work outcomes.* In C. Rosen and C. Tumlison (co-chairs); Psychological Entitlement in the Workplace. Symposium accepted for presentation at the Academy of Management Meeting, Lake Buena Vista, FL.

Kane-Frieder, R., Mackey, J., Perrewé, P., Hochwarter, W., Toscano, A., & Gallagher, V. (2013). *When abuse strains and political skill motivates: An extension of the job demands-resources model.* In P. Perrewé and P. Spector (co-chairs); The Role of Political Skill and Workplace Stressors on Psychological and Physiological Strain. Symposium presented at the Academy of Management Meetings, Lake Buena Vista, FL.

2012

Kane, R., Hochwarter, W., & Ferris, G. (2012). *Transforming politics from bad to good: Perceived political environments x work engagement effects on work outcomes.* Paper presented at the Annual Meeting of the Southern Management Association, Ft. Lauderdale, FL.

Wihler, A., Hochwarter, W.A., Ferris, G.R., & Blickle, G. (2012). *Political skill moderates the personal initiative – supervisor job performance ratings relationship.* Paper presented at the Academy of Management, 72nd Annual National Meeting, Boston.

2011

Kane, R., Hampton, H., Hochwarter, W., & Ferris, G. (2011). *Contextual boundaries of the political environment: The role of supervisor political support.* Paper presented at the Academy of Management, 71st annual national meeting, San Antonio, TX.

2010

Lanivich, S., Brees, J., Hochwarter, W., & Ferris, G. (2010). *Perceived fit as moderator of the relationships between accountability and employee reactions: Convergence across two studies*. Paper presented at the Annual Academy of Management meeting in Montreal, Canada.

Thompson, K., & Hochwarter, W. (2010). *Mirror, mirror on the wall: The interactive effects of supervisor narcissism and enactment behavior on work outcomes.* Paper presented at the Annual Meeting of the Southern Management Association, St. Petersburg Beach, FL.

Zellars, K., Hochwarter, W., Lanivich, S., Perrewé, P., & Ferris, G. (2010). *Resource conservation as moderator of the accountability for others – work outcomes relationships: Convergent restricted nonlinear results in two samples.* Paper presented at the Annual Academy of Management meeting in Montreal, Canada.

2009

Hochwarter, W., & Thompson, K. (2009). *Optimists reactions to workplace politics: Not a problem or "woe is me".* In C. Rosen & D. Ferris (Co-Chairs), Perceived politics and political skill: Exploring the different faces of politics in organizations. Symposium presented at the Academy of Management Annual Meeting, Chicago, IL.

Rogers, L., Hochwarter, W., Perrewé, P., & Ferris, G. *Political skill as a neutralizer of generation-related stress: A multiple-study investigation*. In C. Rosen & D. Ferris (Co-Chairs), Perceived politics and political skill: Exploring the different faces of politics in organizations. Symposium presented at the Academy of Management Annual National Meeting, Chicago, IL.

Thompson, K., Summers, J., Ferris, G., & Hochwarter, W. (2009). *Interactive effects of perceived entitlement behavior and political skill on job tension.* Paper presented at the Academy of Management Annual National Meeting, Chicago, IL.

2008

Hochwarter, W., & Rogers, L. (2008). *I want it all and I want it now: An examination of predictors and outcomes of entitlement behavior.* Symposium presented at the Annual Meeting of the Southern Management Association, St. Petersburg Beach, FL.

Munyon, T., Hochwarter, W., Perrewé, P., & Ferris, G. (2008). *Moderated polynomial citizenship and optimism relationships with job satisfaction.* Paper presented at the Annual Meeting of the Southern Management Association, St. Petersburg Beach, FL.

Rogers, L., Ferris, G., Blass, F., & Hochwarter, W. (2008). *The interactive effects of job-limiting pain and political skill on job satisfaction and organizational citizenship behavior.* Symposium presented at the Annual Meeting of the Southern Management Association, St. Petersburg Beach, FL.

2007

Breaux, D., Munyon, T., Ferris, G., & Hochwarter, W. (2007). *Organizational politics perceptions as a moderator between accountability and job satisfaction.* Paper presented at the 2006 annual meeting of the Southern Management Association, Nashville, TN.

David, E., Wilson, J., Hochwarter, W., & Witt, L. (2007). *Effects of social skill and organizational support in interpersonal deviance.* Paper presented at the 2007 annual meeting of the Society of Industrial and Organizational Psychologists, New York, NY.

Laird, M., Zinko, R., Hochwarter, W., & Ferris, G. (2007). *The moderating effects of reputation on the accountability as stressor – strain relationship.* Paper presented at the Academy of Management, 67th Annual National Meeting, Philadelphia, PA.

2006

Byrne, Z., & Hochwarter, W. (2006). *Interaction of job-limiting pain and perceived support on work contributions.* Paper presented at the 2006 annual meeting of the Society of Industrial and Organizational Psychologists, Dallas, TX.

Ferris, G., Brouer, R., Perrewé, P., Hochwarter, W., Douglas, C., & Treadway, D. (2006). *Political skill in organizations.* Paper presented at the 2006 annual meeting of the Society of Industrial and Organizational Psychologists, Dallas, TX.

Harvey, P., Stoner, J., & Hochwarter, W. (2006*). Self-presentation and positive affect as buffers against abusive supervision.* Paper presented at the 2006 annual meeting of the Society of Industrial and Organizational Psychologists, Dallas, TX.

Hochwarter, W., Arnel, B., Ferris, G., Zinko, R., & James, M. (2006). *Reputation as moderator of political behavior–work outcomes relationships.* Paper presented at the 2006 annual meeting of the Society of Industrial and Organizational Psychologists, Dallas, TX.

Hochwarter, W., Perrewé, P., Meurs, J., & Witt, L. (2006). *Work-induced guilt and conservation of resources on satisfaction.* Paper presented at the 2006 annual meeting of the Society of Industrial and Organizational Psychologists, Dallas, TX.

Hochwarter, W., Ferris, G., Laird, M., Gallagher, V., & Arnell, B. *The non-linear politics perceptions – job satisfaction relationship: Convergent evidence across five samples.* Paper presented at the Academy of Management, 66th Annual National Meeting, Atlanta, GA.

James, M., Hochwarter, W., & Ferris, G. (2006). *Cynicism towards coworkers, immediate supervisors and upper-level management*. Paper presented at the 2006 annual meeting of the Society of Industrial and Organizational Psychologists, Dallas, TX.

Laird, M., Coleman, V., & Hochwarter, W. (2006). *The interactive effects of perceptions of organizational politics and perfectionism on job satisfaction.* Paper presented at the 2006 annual meeting of the Southern Management Association, Clearwater, FL.

Meurs, J., Royle, T., Hochwarter, W., & Perrewé, P. (2006). *Attention regulation as a moderator of the relationship between others' entitlement behaviors and job and health outcomes*. Paper presented at the 2006 annual meeting of the Southern Management Association, Clearwater, FL.

2005

Brouer, R., Ferris, G., Hochwarter, W., & Laird, M. (2005). *The strain-related reactions to perceptions of organizational politics as a workplace stressor: Political skill as a neutralizer.* Paper presented at the Academy of Management Conference, Honolulu, HI.

Ferris, G., Bowen, M., Treadway, D., Hochwarter, W., Hall, A., & Perrewé, P. (2005). *The assumed linearity of organizational phenomena*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Hall, A., Ferris, G., Perrewé, P., Hochwarter, W., & Ferris, G. (2005). *Felt accountability in organizations.* Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Smatt, C., Pratt, R., & Hochwarter, W. (2005). *Problems, what problems? An examination of the interactive Relationship of technology difficulties and political efficacy on job satisfaction*. Paper presented at the Americas Conference on Information Systems (*AAMCIS),* Omaha, NE.

2004

Byrne, Z., Kacmar, C., Stoner, J., & Hochwarter, W. (2004). *The politics perceptions - depressed mood at work relationship: Unique moderators across three levels.* Paper presented at the National Academy of Management Meeting, New Orleans, LA.

Byrne, Z., & Hochwarter, W. (2004). *The LMX and job tension form across levels of disposition.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Ferris, G., Hochwarter, W., & Hall, A. (2004). Accountability and political skill. In D. Frink (Chair), *Issues of accountability in human resources management*. Symposium presented at the Annual Meeting of the Southern Management Association, San Antonio, TX.

Hochwarter, W., Hall, A., Perrewé, P., & Ferris, G. (2004). *Negative affectivity as moderator of the accountability-tension relationship*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Hochwarter, W., Hall, A., Perrewé, P., Ferris, G., & Frink, D. (2004). *Felt accountability and political skill: Their impact on job performance*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Hochwarter, W., & Witt, L. (2004). *Perceived support and performance: Relationships across levels of cynicism.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Liu, Y., & Ferris, G., Treadway, D., Prati, L., Perrewé, P., & Hochwarter, W. (2004). *The emotion of politics and the politics of emotions: Affective and cognitive reactions to politics as a stressor.* In R. Humphrey (Chair), "Four perspectives: How politics, emotional contagion, coping styles, and job characteristics influence emotions in the workplace." Symposium presented at the Annual Meeting of the Southern Management Association Meeting, San Antonio, TX.

Perrewé, P. Zellars, K., Rossi, A., Kacmar, C., Liu, Y., Zinko, R., Hochwarter, W., & Ferris, G. (2004). *Political skill as an antidote in the role overload – strain relationships*. Paper presented at the National Academy of Management Meeting, New Orleans, LA.

Perrewé, P., Zellars, K., Rossi, A., Kacmar, C., Liu, Y., Zinko, R., Hochwarter, W., & Ferris, G. (2004). *Political skill as an antidote in the role overload – strain relationships.* Paper presented at the Academy of Management, 64th Annual National Meeting, New Orleans, LA.

Stoner, J., Hochwarter, W., & Perrewé, P. (2004). *The interactive effects of conscientiousness, intensity, and climate on performance*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Treadway, D., Ferris, G., Hochwarter, W., Witt, L., & Goodman, J. (2004). *Age as moderator of the perceptions of politics – job performance relationship: Integration of social facilitation and socioemotional selectivity predictions.* Paper presented at the Academy of Management, 64th Annual National Meeting, New Orleans, LA.

Zellars, K., Perrewé, P., Rossi, A., Kacmar, C., Ferris, G., & Hochwarter, W. (2004). *Neutralizing the dysfunctional impact of NA: Role of political skill*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

2003

Hall, A., Hochwarter, W., & Ferris, G. (2003). *Accountability x job efficacy on citizenship and politics.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

Hall, A., Hochwarter, W., Perrewé., P., & Ferris, G. (2003). *Job autonomy as an antidote to the dysfunctional effects of accountability as a stressor: Implications for job satisfaction and emotional exhaustion.* Paper presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.

Hochwarter, W. (2003). *Psychological contract violations and perceived organizational support: Moderating influence of organizational politics.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

Hochwarter, W., & Castro, S. (2003). *What happens to survivors? An examination of perceived job insecurity of survivors of a layoff and the effect on performance.* Paper presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.

Hochwarter, W., Ferris, G., Johnson, D., & Treadway, D. (2003). *The interactive effects of politics perceptions and cynicism on work outcomes.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

Hochwarter, W., Kacmar, C., & Ferris, G. (2003). *Accountability at work: An examination of antecedents and consequences.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

Perrewé, P., Liu, Y., Spector, P., Fox, S., Ferris, G., Prati, M., Hochwarter, W., James, M., & Zellars, K. (2003). *Emotional in the workplace.* Symposium presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.

Stoner, J., & Hochwarter, W. (2003). *Contextual determinants of depressed mood at work.* Paper presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.

Treadway, D., Hochwarter, W., Ferris, G., & Witt, L. (2003). *Perceived organizational support and social skill and job performance.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.

2002

Conner, D., Treadway, D., & Hochwarter, W. (2002). *Task interdependence as a moderator of politics-work outcomes relations.* Paper presented at the annual meeting of the Academy of Management, Denver, CO.

Hochwarter, W. (2002). *Perceived organizational support as a mediator of the relationship between politics perceptions and work outcomes: A multi-level analysis.* Paper presented as a symposium piece at the annual meeting of the Academy of Management, Denver, CO.

2001

Ahearn, J., Poertner, J., Ferris, G., Hochwarter, W., & Ammeter, A. (2001). *Leader political skill and team performance.* Paper presented at the annual meeting of the Academy of Management, Washington, D.C.

Ferris, G., Kolodinsky, R., Hochwarter, W., & Frink, D. (2001). *Conceptualization, measurement, and validation of the political skill construct.* Paper presented at the annual meeting of the Academy of Management, Washington, D.C.

Hochwarter, W. (2001). *The interactive effects of pro-political behavior and politics perceptions.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

Kolodinsky, R., Hochwarter, W., & Ferris G. (2001). *The non-linearity of leader political skill.* Paper presented at the annual meeting of the Southern Management Association. New Orleans, LA.

Zellars, K., Hochwarter, W., Perrewé, P, & Hoffman, N. (2001). *Job burnout: The mediating impact of states on traits.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

2000

Ferris, G., Witt. L., & Hochwarter, W. (2000). *Social skill as a moderator of the relationship between conscientiousness and performance.* Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Gundlach, M., Hochwarter, W., Kiewitz, C., & Witt, L. *The impact of vocational and social efficacy on job performance.* Paper presented at the annual meeting of the Southern Management Association. Orlando, FL.

Hochwarter, W., Ferris, G., Perrewé, P., & Witt, L. (2000). *Reconsidering the performance – turnover relationship: The role of gender*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Hochwarter, W., Kiewitz, C., Castro, S., Perrewé, P., & Ferris, G. *Positive affectivity and collective efficacy as moderators of the relationship between perceived politics and job satisfaction*. Paper presented at the annual meeting of the Southern Management Association, Orlando, FL.

Hochwarter, W., Zivnuska, S., Perrewé, P., Kiewitz, C., Witt, L., & Brymer, R. (2000). *What is too much or too little? The curvilinear effects of job tension on turnover intent, value attainment, and job satisfaction.* Paper presented at the annual meeting of the Southern Management Association, Orlando, FL.

1999

Castro, S., Hochwarter, W., & Ferris, G. (1999). *Boundaries of the influence tactics – job performance relationships: The moderating effects of efficacy, support and positive affect*. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.

Ferris, G., Berkson, H., Kaplan, Gilmore, D., Buckley, M., Hochwarter, W., & Witt, L. (1999). *Development and initial validation of the political skill inventory*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Hochwarter, W., Ferris, G., & Perrewé, P. (1999). *A note on the nonlinearity of the age-job satisfaction relationship*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL (Nominated for the best paper award in the Careers Division).

Hochwarter, W., Harrison, A., Ferris, G., Perrewé, P., & Ralston, D. (1999). *A re-examination of Schriesheim and Hinkin's (1990) measure of upward influence*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Kiewitz, C., Hochwarter, W., & Ferris G. (1999). *Psychological climate as a moderator of the relationship between perceived politics and job outcomes*. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.

Perrewé, P., Ralston, D., Hochwarter, W., Westman, N., Rossi, A., Wallace, A., Vollmer, G., Tang, M., & Wan, P. *Self-efficacy as a critical variable in occupational burnout: A cross-cultural examination*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.

1998

Hochwarter, W., Perrewé, P., Guerico, R., Miles, A., & Way, S. (1998). *Should I be committed: The interactive effects of commitment and politics on job outcomes.* Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Hochwarter, W., Perrewé, P., Ferris, G., & Brymer, R. (1998). *The interactive effects of values, affect, and job satisfaction on performance*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Dallas, TX.

1997

Hochwarter, W., Witt, L., & Kacmar, M. (1997). *Perceptions of organizational politics as a moderator of the relationship between conscientiousness and sales performance*. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.

Hochwarter, W., Zellars, K., Perrewé, P., & Harrison, A. (1997). *The reactive role of negative affectivity and job characteristics*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Zellars, K., Perrewé, P., Hochwarter, W. (1997). *Mitigating burnout among high-NA employees in the healthcare industry. What can organizations do?* Paper presented at the annual meeting of the Academy of Management, Boston, MA.

1996

Bozeman, D., Perrewé, P., Hochwarter, W., Kacmar, M., & Brymer, R. (1996). *An examination of reactions to perceptions of organizational politics*. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Hochwarter, W., Harrison, A., Ralston, D., & Perrewé, P. (1996). *An examination of dispositional and situational antecedents of ingratiation: A field investigation.* Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Thompson, K., & Hochwarter, W. (1996). *A process model of motivation integrating self-efficacy perceptions and goal level decisions*. Paper presented at the annual meeting of the National Academy of Management, Cincinnati, OH.

1995

Hochwarter, W., Harrison, A., & Amason, A. (1995). *Testing a second order multidimensional model of negative affectivity: A cross-validation study using hierarchical confirmatory factor analysis*. Paper presented at the annual meeting of the Academy of Management, Vancouver, B.C.

Hochwarter, W., Stepina, L., & Perrewé, P. (1995). *The effects of negative affectivity on the equity determination process including inputs, outcomes, referent choice and equity: A field examination*. Paper presented at the annual meeting of the Southern Management Association, Orlando, FL.

1989 - 1994

Bozeman, D., Hochwarter, W., Perrewé, P., & Brymer, R. (1994). *Organizational politics, perceived control, and self-efficacy: An examination of their combined effects in the hotel industry*. Paper presented at the annual meeting of the Academy of Management, Dallas, TX.

Hochwarter, W. (1994). *How much is enough? An analysis of the incremental benefit of utilizing more than one data source when collecting qualitative data*. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Hochwarter, W., & Mathys, N. (1991). *Perspectives on managing cultural diversity*. Paper presented at the annual meeting of the Midwest Decision Sciences Institute, Indianapolis, IN.

Hochwarter, W., & Mathys, N. (1991). *Workforce diversity and the impact on OD*. Paper presented at the annual meeting of the Organizational Development Institute, Lake Geneva, WI.

Hochwarter, W., & Nicholson, J. (1990). *Social issues scanning for a regional domain*. Paper presented at the annual meeting of the Southern Management Association, Orlando, FL.

Hochwarter, W., Perrewé, P., & Dawkins, M. (1991). *Sex differences in perceptions of work-related variables: An examination of organizational context*. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.

Hochwarter, W., Stepina, L., & Perrewé, P. (1994). *The effects of negative affectivity on perceptions of equity*. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Kacmar, K., & Hochwarter, W. (1992). *Using quantitative and qualitative methods to explain differences in gender-based interview outcomes: Good news for women job applicants*. Paper presented at the annual meeting of the National Academy of Management, Las Vegas, NV.

Kacmar, K., & Hochwarter, W. (1994). *The interview as a communication event: A field examination of demographic effects on interview outcomes*. Presented at the annual meeting of the Southern Management Association, New Orleans, LA.

LaVan, H., Katz, M., & Hochwarter, W. (1987). *An analysis of mental stress-mental disability cases litigated under workers compensation*. Paper presented at the annual meeting of the Industrial Relations Research Association, Chicago, IL.

LaVan, H., Mathys, N., & Hochwarter, W. (1988). *Overseas staffing practices of U.S. multinational corporations: Some recommendations for improvement*. Paper presented at the annual meeting National Academy of Management, Anaheim, CA.

Mathys, N., & Hochwarter, W. (1988). *A content analysis of published research in industrial relations journals during the 1980s*. Paper presented at the annual meeting of the Industrial Relations Research Association, New York, NY.

Mathys, N., LaVan, H., & Hochwarter, W. (1989). *The use of the computer in the training and development function*. Paper presented at the annual meeting of the National Academy of Management, Washington, D.C.

Nicholson, J., Stepina, L., & Hochwarter, W. (1989). *A social information processing approach to enhanced expatriate success*. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Steen, J., Perrewé, P., & Hochwarter, W. (1994). *An examination of gender bias on arbitration decisions*. Paper presented at the annual meeting of the Decision Sciences Institute, Hawaii, HI.

TEACHING

Florida State University (2001 – Present)

Organizational Behavior (Undergraduate Level – Online)
Organizational Behavior (Undergraduate Level)
Human Resource Management (Undergraduate Level)
Organizational Staffing (Undergraduate Level)
Seminar in Social Influence (Doctoral Level)
Leadership (Doctoral Level)

SERVICE: UNIVERSITY

Dissertation/Thesis Committee Service

Todd Royle – Chair (completed)
Robert Kolodinsky – Committee member (completed)
F. Randy Blass – Committee member (completed)
Darren Treadway – Committee member completed)
Melita Prati – Committee member (completed)
Matrecia James – Committee member (completed)
Angela Hall – Committee member (completed)
Jason Stoner – Committee member (completed)
Mary Dana Laird – Committee member (completed)
Rachel Kane – Committee member (completed)
Katina Thompson – Committee member (completed)
B. Parker Ellen – Committee member (completed)
Daniel Herrera – Undergraduate thesis director (completed)
Liam Maher – Committee Member (completed)
Erin Landells – Thesis Reader, Deakin University Australia (completed)
Diane Lawong – Co-Chair (completed)

Samantha Jordan – Committee member (ongoing)
Joshua Palmer – Committee member (ongoing)
Jacob McCartney – Committee member (ongoing – Michigan State)
Matt Leon – Committee member (completed – University of Alabama)
Dominique Dubon – Committee member (completed – undergraduate thesis)
Caleb Stephens – Committee member (completed – undergraduate thesis)
Maryam Yusuf Ali Janahi – Committee member (completed – United Arab Emirates University)
Sawsan Al Khouri – Committee member (completed – United Arab Emirates University)
Caleb Stephens – Committee member (completed – undergraduate thesis)

External Letters for Promotion:

Lisa Penney – University of Houston
Mary Dana Laird – University of Tulsa
Jonathon Halbesleben – University of Alabama
Carolina Gomez – Florida International University
Vivian Ho – University of Richmond
Merideth Thompson – Utah State University
M. Al-Mazrouei – United Arab Emirates University
Marina Astkahova – University of Texas at Tyler
David Zweig – University of Toronto
Maria Hamdani – University of Akron

Other Service

Co-Chair – Department recruitment and Selection (2020-present)
Faculty Senator (2007-2010)
Tenure and Promotion Committee – College of Business (2009 – present)
Tenure and Promotion Committee – University Level (2009-present)
Chair – College of Business Tenure and Promotion Committee (2013-present)
Faculty Athletic Board (2010 – present)
Strategic Planning Committee (2009 – present) Management
Department Bylaws Committee – Chair (2014)

SERVICE: PROFESSIONAL

Reviewing Activities

Human Relations – Editorial Review Board
Journal of Management – Editorial Review Board
Journal of Managerial Issues – Editorial Review Board
Journal of Vocational Behavior – Ad hoc Reviewer
Academy of Management Journal – Ad hoc Reviewer
Academy of Management Review – Ad hoc Reviewer
Journal of Applied Social Psychology – Ad hoc Reviewer

Administrative Sciences Quarterly – Ad hoc Reviewer
Journal of Leadership and Organizational Studies – Ad hoc Reviewer
Journal of Occupational Health Psychology – Ad hoc Reviewer
Journal of Occupational Health and Psychology – Ad hoc Reviewer
Educational Psychology Review – Ad hoc Reviewer
Human Resources Management Review – Ad hoc Reviewer
Journal of Organizational Behavior – Ad hoc Reviewer
Applied Psychology: An International Review- Ad hoc Reviewer
Journal of Business and Psychology – Board Member

Other Academic Service

Invited Speaker – Academy of Management HR Doctoral Consortium
Invited Speaker – Academy of Management New Faculty Consortium
Session Chair and Discussant – Southern Management Association
Committee Member – Academy of Management Best HR paper committee
Faculty Mentor – Southern Management Association

Awards

Reviewer of the Year (2012) - Human Relations Journal
Inducted as Southern Management Associate Fellow – 2008
Alumni Achievement Award for Contributions to Science – University of St. Francis
Burning Spear Faculty Award Recipient – 2009
Newsmakers External Visibility Award – 2012 and 2013.
Finalist – FSU College of Business Undergraduate Teaching Award
Recognized - Top 2% of Industrial/ Organizational Scholars (out of a total of more than 8,600).
Core Values Award Recipient – Florida State University - 2018
Distinguished Senior Research Award Recipient – Florida State University - 2018
Career Distinction Award – Florida State University – 2021
Inducted as a member of the Society of Organizational Scholars - 2021
Recipient - Best Published Paper Award in 2010 for articles published in the *Journal of Management* from 2005-2010, for the article:

Ferris, G., Treadway, D., Kolodinsky, R, Hochwarter, W., Kacmar, C., Douglas, C., & Frink, D. (2005). Development and validation of the political skill inventory. *Journal of Management, 31,* 126-152.

Recipient – Highly Recommended Paper in the *Journal of Managerial Psychology* for 2018:

Lawong, D., McAllister, C., Ferris, G., & Hochwarter, W. (2018). Mitigating influence of transcendence on politics perceptions' negative effects. *Journal of Managerial Psychology, 33,* 176-195.

Recipient- Literati Award (2020) in *Career Development International*.

Lawong, D., Ferris, G., Hochwarter, W., & Maher, L. (2019). Recruiter political skill and organization reputation effects on job applicant attraction in the recruitment process. *Career Development International, 24,* 278-296.

Recognized by Aguinas et al. (2019) in the upper .06 percentile in terms of research cited in management textbooks (out of a 16,289 scholars). Article reference is below.

Aguinis, H., Ramani, R., Alabduljader, N., Bailey, J., & Lee, J. (in press). A pluralist conceptualization of scholarly impact in management education: Students as stakeholders. *Academy of Management Learning and Education. 18,* 11-42. https://doi.org/10.5465/ amle.2017.0488

Speaking List
- Keynote Speaker – Interdisciplinary Perspectives on Leadership Symposium (2019)
- Keynote Speaker - State of Florida Human Resource Management Conference (2006)
- Invited Speaker - Yearly meeting of Florida State University administrators (January, 2007)
- Keynote Speaker - Conference Board Meeting (April, 2007)
- Keynote Speaker - Ernst and Young Continued Education Conference (June, 2007)
- Invited Speaker – Florida Manufacturers Association (November, 2008)
- Invited Speaker - Sterling Group State Conference (May, 2009)
- Conference Speaker at FSU's workforce development meeting (March, 2009)
- Invited Speaker – FIG Program, Florida State University (September, 2010, 2012)
- Invited Speaker – Art Department Retreat (August, 2011)
- Invited Speaker – Leadership Tallahassee (August, 2011)
- Invited Speaker – FSU Medical School Development Program (March, 2012)
- Invited Speaker – National Aeronautics and Space Administration (NASA)(April, 2013)
- Invited Speaker – Auburn University College of Business (April 2010)
- Invited Speaker – Tallahassee Women Lawyers Rookie Camp (2014/2015)
- Invited Speaker – Australia Catholic University's – CSHRM (2018)
- Invited Speaker - 4th Interdisciplinary Perspectives on Leadership Symposium (2019)
- Invited Panelist – Jackson Lewis Corporate Counsel Conference (2019)
- Invited Speaker – UAEU Research Symposium Keynote Address

External Visibility

Discussions of my research can be found on over 3000 newspapers, journals, magazines, websites, industry discussions and broadcasts (radio and television) including:

▪ Business Week	▪ China Post
▪ Calgary Sun	▪ Times of India
▪ Chicago Tribune	▪ ABC Evening News
▪ CNN México	▪ EgészségKalauz (Poland)
▪ Daily Mail (UK)	▪ Toronto Sun
▪ Detroit News	▪ Madame Noire
▪ Dylan Ratigan Shown (MSNBC)	▪ CBS News
▪ Industrial Engineering	▪ Epoch Times (National)
▪ London Free Press	▪ Houston Chronicle
▪ London Times	▪ Financial Times Deutschland
▪ Los Angeles Times	▪ Seattle Times
▪ Macleans (Canada)	▪ NPR Money Matters
▪ New York Post	▪ Huffington Post
▪ New York Times	▪ Miami Herald
▪ Oman News	▪ KDKA Pittsburgh
▪ Psychology Today	▪ Florida Trend
▪ Redbook	▪ BN DeStem (Germany)
▪ San Francisco Chronicle	▪ Politico
▪ Seattle Times	▪ NRP Minnesota Public Radio
▪ Self Magazine	▪ Délmagyarország
▪ Sydney Morning Herald	▪ Marie Claire
▪ United Press International	▪ Reuters UK
▪ US News and World Report	▪ NBC News
▪ USA Today	▪ Chicago Sun-Times
▪ Wall Street Journal	▪ Orlando Journal
▪ Washington Post	▪ Inc.
▪ Workforce Magazine	▪ NPR Marketplace
▪ Jamaican Observer	▪ Black Enterprise
▪ 102.3 FM (Modesto, CA)	▪ The Conversation
▪ Palm Beach Post	▪ Daytona Beach Times
▪ The Inquisitir	▪ Mercado
▪ Tendencias Estrategicas	▪ Dagens Naeringsliv
▪ Psychomédia	▪ Deutsche Handwerks Zeitung
▪ Ekonomika	▪ CNBC Salon
▪ iheart radio	▪ Daytona Beach News-Journal
▪ Cosmopolitan (Phillipines)	▪ India Today

| Fast Company | Talk Radio Europe |

Interviewed, provided data and quoted extensively in Jeffrey Kluger's New York Times Best Seller, "*The Narcissist Next Door: Understanding the Monster in Your Family, in Your Office, in Your Bed – in Your World*". Riverhead Books: New York.

Research published in the following countries: Hungary, Russia, India, Pakistan, Sweden, Vietnam, Belarus, Japan, Qatar, China, Slovenia, Botswana, Zimbabwe as well as over 50 others.