

Dr. David A. Jones

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Education

Ph D, University of Calgary, 2004.
Major: Industrial/Organizational Psychology
Dissertation Title: Toward a Better Understanding of Fairness in the Workplace: Attitude Strength, Predictive Asymmetry, and the Revenge Motive

MS, University of Calgary, 2000.
Major: Industrial/Organizational Psychology
Supporting Areas of Emphasis: The effects of peers' fairness opinions regarding past treatment and an authority figure's subsequent behavior on perceptions of interactional justice and retaliation

BA, University of Calgary, 1998.
Major: Psychology
Supporting Areas of Emphasis: Managerial justice training: Its effects on retail employees' perceptions of fairness, citizenship, and retaliatory behaviors

RESEARCH

Research Publications

Books

zz-Glavas, A., Willness, C. R., Jones, D. (2017). In Glavas, A., Willness, C. R., & Jones, D. A. (Ed.), *Corporate Social Responsibility and Organizational Psychology: Quid pro Quo*. Lausanne: Frontiers Media. doi: 10.3389/978-2-88945-199-9.
http://www.frontiersin.org/books/Corporate_Social_Responsibility_and_Organizational_Psychology_Quid_pro_Quo/1236

Book Chapters

Gruber, M., Strah, N., Jones, D. (in press). Mind the gap: How employee reactions to corporate social responsibility (CSR) are shaped by initial pre-entry expectations. In C. Barzantny & S. Sackmann (Ed.), *International business in turbulent times: Dilemmas, paradoxes, and opportunities in times of uncertainties and crises*. Edward Elgar.

Willness, C. R., Jones, D., Strah, N., Rupp, D. E. (2020). Corporate social responsibility at the individual level of analysis: Research findings that inform responsible management "in the wild." (The first and second authors contributed equally). In O. Laasch, D. Jamali, R. E. Freeman, & R. Suddaby (Ed.), *Research handbook of responsible management* (pp. Chapter 25 (pp. 375-391)). Cheltenham: Edward Elgar.
<https://www.elgaronline.com/view/edcoll/9781788971959/9781788971959.00034.xml>

Jones, D. (2019). The psychology of CSR. In A. McWilliams, D. E. Rupp, D. S. Siegel, G. K. Stahl, & D. A. Waldman (Ed.), *The Oxford Handbook of Corporate Social Responsibility: Psychological and Organizational Perspectives* (vol. Chapter 2, Section II (Micro/HR Issues), pp. 19-47). Oxford: Oxford University Press.

- Jones, D., Rupp, D. E. (2018). Social responsibility in and of organizations: The psychology of corporate social responsibility among organizational members. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Ed.), *Handbook of industrial, work, and organizational psychology* (2nd ed. ed., pp. 333-350). Thousand Oaks, California: Sage.
- Jones, D., Willness, C. R. (2013). In K. Y. T. Yu & D. Cable (Ed.), *Corporate social performance, organizational reputation, and recruitment* (pp. 298-313). New York, New York: The Oxford Handbook of Recruitment. Oxford University Press.
- Jones, D. (2013). In R. A. Giacalone & M. D. Promislo (Ed.), *The morality and ethics of workplace revenge: Avengers' moral considerations and the consequences of revenge for stakeholder well-being*. In *Handbook of Unethical Work Behavior: Implications for Individual Well-Being* (pp. 56-72). Armonk, New York: M. E. Sharpe, Inc..
- Henning, J. B., Jones, D. (2013). In J. B. Olson-Buchanan, L. L. Koppes Bryan, & L. F. Thompson (Ed.), *Volunteer programs in the corporate world* (pp. 110-147). New York, New York: Using I-O Psychology for the Greater Good: Helping Those Who Help Others. SIOP Frontier Series, Routledge Academic.
- Willness, C. R., Jones, D. (2013). In A. H. Huffman & S. R. Klein (Ed.), *Corporate environmental sustainability and employee recruitment: Leveraging "green" business practices to attract talent* (pp. 231-250). Green Organizations: Driving Change with I-O Psychology. Routledge Academic.
- Jones, D. (2010). In J. Greenberg (Ed.), *Getting even for interpersonal mistreatment in the workplace: Triggers of revenge motives and behavior* (pp. 101-148). Insidious Workplace Behavior - Routledge.

Refereed Journal Articles

- De Roeck, K., Raineri, N., Jones, D., Scheidler, S. (2024). Giving the Benefit of the Doubt: Investigating the Insurance-Like Effect of CSR in Mitigating Negative Employee Reactions to Psychological Contract Breach. *Journal of Management Studies*, 61(7), 3226-3259.
https://onlinelibrary.wiley.com/doi/abs/10.1111/joms.13006?casa_token=csFMmPxFAL0AAA:AA:RQBWv0FwW_bOIP8TGQ1TQxXrkt1_Z6AWNfscsQuZSJieYICK8WfYwt2MLo9mojkV6f3rnyBpHB1T772S
- Glavas, A., Hahn, T., Jones, D., Willness, C. R. (2024). Predisposed, exposed, or both? How prosocial motivation and CSR education are related to prospective employees' desire for social impact in work. *Business & Society, Published by SAGE*, 63(5), 1252-1291.
<https://doi.org/10.1177/00076503231182665>
- Schmidt, J. A., Willness, C. R., Jones, D., Bourdage, J. S. (2018). Human resource practices and voluntary turnover: A study of internal workforce and external labor market contingencies. *The International Journal of Human Resource Management*, 29, 571-594.
- Jones, D., Willness, C. R., Glavas, A. (2017). When corporate social responsibility (CSR) meets organizational psychology: New frontiers in micro-CSR research, and fulfilling a quid pro quo through multilevel insights. *Frontiers in Psychology, Organizational Psychology Specialty Section*, 8(Article 520. March 2017 doi: 10.3389/fpsyg.2017.00520), 1-14.
<http://journal.frontiersin.org/journal/psychology>
- Jones, D., Willness, C. R., Glavas, A. (2017). When Corporate Social Responsibility (CSR) Meets Organizational Psychology: New Frontiers in Micro-CSR Research, and Fulfilling a Quid Pro Quo through Multilevel Insights. *Frontiers in Psychology*, 8(520), 1-14.
<https://www.frontiersin.org/articles/10.3389/fpsyg.2017.00520/full>

- Jones, D. (2016). Widely assumed but thinly tested: Do employee volunteers' self-reported skill improvements reflect the nature of their volunteering experiences? *Frontiers in Psychology, Organizational Psychology Specialty Section*. (Article 495), 1-14.
http://journal.frontiersin.org/article/10.3389/fpsyg.2016.00495/full?utm_source=Email_to_authors&utm_medium=Email&utm_content=T1_11.5e1_author&utm_campaign=Email_publication&field=journalName=Frontiers_in_Psychology&id=184070
- Jones, D., Willness, C. R., Heller, K. W. (2016). Illuminating the signals job seekers receive from an employer's community involvement and environmental sustainability practices: Insights into why most job seekers are attracted, others are indifferent, and a few are repelled. *Frontiers in Psychology, Organizational Psychology Specialty Section*, 7, Article 426, 1-16.
http://journal.frontiersin.org/article/10.3389/fpsyg.2016.00426/full?utm_source=Email_to_authors&utm_medium=Email&utm_content=T1_11.5e1_author&utm_campaign=Email_publication&field=journalName=Frontiers_in_Psychology&id=183285
- Schmidt, J. A., Chapman, D. C., Jones, D. (2015). Does emphasizing different types of person-environment fit in on-line job ads influence application behavior and applicant quality? Evidence from a field experiment. *Journal of Business Psychology*, 30 (doi: 10.1007/s10869-014-9353)(2), 267-282.
- Jones, D., Willness, C., Madey, S. (2014). Why are job seekers attracted by corporate social performance? Experimental and field tests of three signal-based mechanisms. *Academy of Management Journal*, 57, 383-404.
<http://amj.aom.org/content/early/2013/02/21/amj.2011.0848.full.pdf+html>
- Jones, D., Skarlicki, D. P. (2013). How perceptions of fairness can change: A dynamic model of organizational justice. *Organizational Psychology Review*, 3(2), 138-160.
- Jones, D. (2010). Does serving the community also serve the company? Using organizational identification and social exchange theories to understand employee responses to a volunteerism programme. *Journal of Occupational and Organizational Psychology*, 83(4), 857-878.
- Jones, D., zz-McIntosh, B. (2010). Organizational and occupational commitment in relation to bridge employment and retirement intentions. *Journal of Vocational Behavior*, 77, 290-303.
http://www.sciencedirect.com/science?_ob=MIimg&_imagekey=B6WMN-4YVJ43W-5-1&_cdi=6939&_user=1563816&_pii=S0001879110000746&_origin=search&_coverDate=04%2F14%2F2010&_sk=999999999&view=c&wchp=dGLzVtb-zSkzV&md5=85210952b94f529fb648395aa757eec4&ie=/sdarticle.pdf
- Jones, D., Martens, M. L. (2009). The mediating role of overall fairness and the moderating role of trust certainty in justice-criteria relationships: The formation and use of fairness heuristics in the workplace. *Journal of Organizational Behavior*, 30(8), 1025-1051.
<http://onlinelibrary.wiley.com/doi/10.1002/job.577/abstract>
- Jones, D. (2009). A novel approach to business ethics training: Improving moral reasoning in just a few weeks. *Journal of Business Ethics*, 88, 367-379.
<http://www.springerlink.com/content/q565kp4408733302/>
- Jones, D. (2009). Getting even with one's supervisor and one's organization: Relationships among types of injustice, desires for revenge, and counterproductive work behaviors. *Journal of Organizational Behavior*, 30(4), 525-542.
<http://www3.interscience.wiley.com/journal/121417641/abstract>

- Fassina, N., Jones, D., Uggerslev, K. (2008). Meta-analytic tests of relationships between organizational justice and citizenship behavior: Testing agent-system and shared variance models. *Journal of Organizational Behavior*, 29, 805-828. The first and second authors contributed equally.
- Fassina, N., Jones, D., Uggerslev, K. (2008). Relationship clean-up time: Using meta-analysis and path analysis to clarify the relationships among job satisfaction, perceived fairness, and citizenship behaviors. *Journal of Management*, 34, 161-188.
<http://jom.sagepub.com/cgi/content/abstract/34/2/161>
- Jones, D., Shultz, J. W., Chapman, D. S. (2006). Recruiting through job advertisements: The effects of cognitive elaboration on decision making. *International Journal of Selection and Assessment*, 14(2), 167-179. <http://onlinelibrary.wiley.com/doi/10.1111/j.1468-2389.2006.00342.x/abstract>
- Jones, D., Skarlicki, D. P. (2005). The effects of overhearing peers discuss an authority's reputation for fairness on reactions to subsequent treatment. *Journal of Applied Psychology*(90), 363-372.
- Chapman, D. S., Uggerslev, K. L., zz-Carroll, S., Piasentin, K. A., Jones, D. (2005). Applicant attraction to organizations and job choice: A meta-analytic review of the correlates of recruiting outcomes. *Journal of Applied Psychology*, 90(5), 928-944.
<http://psycnet.apa.org/index.cfm?fa=search.displayRecord&uid=2005-10696-009>
- Jones, D., Skarlicki, D. P. (2003). The relationship between perceptions of fairness and voluntary turnover among retail employees. *Journal of Applied Social Psychology*, 33(6), 1226-1243.

Conference Proceedings

- Jones, D., zz-Glavas, A., Hahn, T. (2019). *Why do some early-career professionals want jobs that allow them to have social impact, and do they care less about pay? Effects of being predisposed, inspired, and widely-desired.*
- Willness, C. R., Zerr, K., Jones, D. (2012). (Conference Proceeding) *How awareness, greenwashing, and public opinion influence employees concept of their company's green practices* (vol. 47, pp. 527). *International Journal of Psychology*.
- Willness, C. R., Jones, D. (2012). (Conference Proceeding) *Says who? Information source credibility and job seekers' perceptions of Corporate Social Responsibility* (vol. 47, pp. 527). *International Journal of Psychology*.
- Jones, D., Willness, C. R. (2012). (Conference Proceeding) *What kinds of job seekers are attracted to socially responsible employers?* (vol. 47, pp. 537-538). *International Journal of Psychology*.
- Jones, D., Willness, C. R. (2012). (Conference Proceeding) *Why job seekers are attracted by Corporate Social Responsibility: Experimental and field evidence* (vol. 47, pp. 504). *International Journal of Psychology*.
- Jones, D., Willness, C., Madey, S. (2010). In L. A. Toombs (Ed.), (Conference Proceeding) *Why are job seekers attracted to socially responsible companies? Testing underlying mechanisms.* Paper Proceedings of the 70th Annual Meeting of the Academy of Management.
- Jones, D., Willness, C., MacNeil, S. (2009). In G. T. Solomon (Ed.), (Conference Proceeding) *Corporate social responsibility and recruitment: Person-organization fit and signaling*

- mechanisms*. Paper Proceedings of the Sixty-ninth Annual Meeting of the Academy of Management.
- Martens, M. L., Jones, D. (2008). (*Conference Proceeding*) *Justice, overall fairness, and employee attitudes: Using qualitative data to understand how context affects quantitative findings*. Proceedings of the British Academy of Management conference, York, UK.
- Jones, D., Martens, M. (2007). In G. T. Solomon (Ed.) (Ed.), (*Conference Proceeding*) *The mediating role of overall fairness and the moderating role of trust certainty in justice-criteria relationships: Testing fundamental tenets of fairness heuristic theory*. Paper proceedings of the sixty-seventh annual meeting of the Academy of Management.
- Jones, D., Fassina, N., Uggerslev, K. (2006). In K. Mark Weaver (Ed.), (*Conference Proceeding*) *Meta-analytic tests of justice and OCB: Agent-system, agent-dominance, and shared-variance models*. (pp. Jon, Fas, & Ugg, 2006; 1 & 2 contributed equally). Paper Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management.
- Jones, D. (2004). In D. H. Nagao (Ed.), (*Conference Proceeding*) *Counterproductive work behavior toward supervisors & organizations: Injustice, revenge, & context*. Louisiana: Paper Proceedings of the Sixty-fourth Annual Meeting of the Academy of Management.
- Jones, D. (2003). In D. H. Nagao (Ed.), (*Conference Proceeding*) *Predicting retaliation in the workplace: The theory of planned behavior and organizational justice*. Paper Proceedings of the Sixty-third Annual Meeting of the Academy of Management (CD).
- Jones, D. (2002). In Published as RHR Kendall Award winning paper (Ed.), *Employee narratives of procedural justice: A content analysis of 1600 intranet postings* (vol. 18, pp. 15-17. (Jones, 2002)). The Canadian Industrial and Organizational Psychologist,.
- Jones, D., Holton, T. A., Bramfield, T. D., Heinrich, C. L. (2001). *From individual to collective learning: An examination of intra-net discourse from information technology employees* (July ed., pp. 517-525). 2nd International Conference on Researching Work and Learning: Conference Proceedings.

Journal Articles

- Jones, D., Newman, A., Shao, R., Cooke, F. L. (2018). Advances in employee-focused micro-level research on corporate social responsibility: Situating new contributions within the current state of the literature. (Invited editorial introduction to the Special Thematic Symposium on Corporate Social Responsibility and Employees). *Journal of Business Ethics*, 157(2), 293-302.

Other

- Jones, D., Newman, A., Shao, R., Cooke, F. L. (2018). In Jones, D. A., Newman, A., Shao, R., & Cooke, F. L. (Ed.), *Thematic Symposium on Corporate Social Responsibility and Employees* (1st ed., vol. 157). Journal of Business Ethics.
- Jones, D. (2013). *The Citizen Teacher Experience Study: A report of recommendations for internal use*.
- Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results*.
- Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results and other findings on employee responses to community involvement at Cisco Systems*.

- Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results and other findings on employee responses to community involvement at Cognizant Technology Solutions Corp.*
- Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results and other findings on employee responses to community involvement at Fidelity Investments.*
- Jones, D. (2013). *The Citizen Teacher Experience Study: A report of research results and other findings on employee responses to community involvement at Google.*
- Jones, D., Willness, C. R. (2013). *Three reasons job seekers prefer sustainable companies: How being better to the planet can help you hire better people* (June 7, 2013 ed.). Feature Article for the Network for Business Sustainability. June 7, 2013. <http://nbs.net/knowledge/three-reasons-job-seekers-prefer-sustainable-companies/>. <http://nbs.net/knowledge/three-reasons-job-seekers-prefer-sustainable-companies/>
- Jones, D. (2012). *Employee reactions to Cognizant's efforts to support STEM education in the US: A report of study results.* Prepared for Cognizant Technology Solutions Corp..
- Jones, D. (2007). *Assessing employee reactions to the Dream Service Day: A report of results and recommendations for volunteerism program design.*
- Jones, D. (2006). *Seven reports and literature reviews including, Assessment of a company-funded volunteerism program: Associations with positive workforce outcomes and insight into decisions to volunteer.* Prepared for the Green Mountain Coffee Roasters Foundation.
- Jones, D., zz-Carroll, S., Day, A. L. (2003). *Perceptions of Leadership Fairness in the Canadian Forces: Unintended Consequences and Transmission of Core Values* (March ed.). Canadian Forces Leadership Institute.

Presentations Given

- Jones, D. (Presenter), 86th annual meeting of the Academy of Management, "Employee reactions to a newly launched volunteerism program: Pre-post culture beliefs, and mediated and moderated effects of felt pride (Research Symposium presentation)," Academy of Management, Philadelphia, Pennsylvania. (August 4, 2026).
- Jones, D. (Discussant), 85th annual meeting of the Academy of Management, "Jones, D. A. (2025). Perspectives on Corporate Volunteering Programs: Why They Matter and New Directions (Symposium Discussant).," Academy of Management, Copenhagen, Denmark. (July 28, 2025).
- Jones, D., 14th Business and Society Research Seminar, "(Research Session Chair): CSR Perceptions, Meaning and Engagement at Work," Nice, France. (June 20, 2025).
- Jones, D., 14th Business and Society Research Seminar, "CSR Research and Shared Value Creation: A Micro-Level Perspective. Expanding what, how, and whom we study in stakeholder reaction research," Nice, France. (June 20, 2025).
- Jones, D., 14th Business and Society Research Seminar, "Roundtable Panelist (Day 2). Life after the Ph.D.: How to prepare for the job market," Nice, France. (June 20, 2025).
- Jones, D., 14th Business and Society Research Seminar, "(Research Session Chair): Fairness and Managerial Theories in Sustainability," Nice, France. (June 19, 2025).

- Jones, D., 14th Business and Society Research Seminar, "Roundtable Panelist (Day 1). Life after the Ph.D.: How to prepare for the job market," Nice, France. (June 19, 2025).
- Gruber, M. (Author & Presenter), Stahl, G. K. (Author), Jones, D. (Author), 50th Conference of the European International Business Academy, "Mind the gap: Implications of employees' unmet corporate social responsibility expectations on the workplace," European International Business Academy, Espoo-Helsinki, Finland. (December 14, 2024).
- Jones, D. (Author), 2023 annual Meeting of the Society for Industrial and Organizational Psychology, "I-O's Role in Pursuing the Triple Bottom Line: Boosting our Green Game," Society for Industrial and Organizational Psychology, Boston, Massachusetts, United States. (April 20, 2023).
- Stevenson-Street, J. M. (Author & Presenter), Dineen, B. R. (Author), Jones, D. (Author), 82nd annual meeting of the Academy of Management, "Good behaviors, bad motives: CSR attributions and employee vicarious moral licensing," Academy of Management, Seattle, Washington, United States. (August 8, 2022).
- Jones, D. (Author & Presenter), 82nd annual meeting of the Academy of Management, "Can we do it, yes we can: Strategies for non-US scholars to succeed in the US jobs market," Academy of Management, Seattle, Washington, United States. (August 6, 2022).
- Jones, D., 7th International Workshop on Insights in Organizational Justice and Behavioural Ethics, "Always the twain shall meet: Organizational justice and corporate social responsibility in evolving social justice contexts," IWOJBE, Toulouse, France. (May 12, 2022).
- Willness, C. R. (Author & Presenter), Murphy, N. K. (Author), Jones, D. A. (Author), 32nd International Congress of Psychology (rescheduled for July 2021), "Evaluating the authenticity of corporate social responsibility: A beneficiary perspective," Prague, Czech Republic. (July 2021).
- Jones, D. A. (Author & Presenter), Willness, C. R. (Author), 32nd International Congress of Psychology (rescheduled for July 2021), "I'm proud of MY company's community service, and it shows: Employee responses via identity processes," Prague, Czech Republic. (July 2021).
- Jones, D., Sustainability Seminar Series, "Creating shared value through sustainability and CSR practices: Insights from research among employees and other stakeholders," Krannert School of Management, Purdue University, West Lafayette, Indiana, United States. (April 2, 2021).
- Jones, D. (Author & Presenter), 80th annual meeting of the Academy of Management, "Can we do it, yes we can: Strategies for non-US scholars to succeed in the US jobs market," Academy of Management, Vancouver, Canada. (August 2020).
- Jones, D. (Author & Presenter), 80th annual meeting of the Academy of Management, "Discussant, Symposium Title: Employer branding: Extending methodological and theoretical boundaries," Academy of Management, Vancouver, Canada. (August 2020).
- Jones, D. (Author & Presenter), 80th annual meeting of the Academy of Management, "Organizing psychological and sociological approaches to 'micro' corporate social responsibility," Academy of Management, Vancouver, Canada. (August 2020).
- Jones, D., Invited Talk, "Using sustainability practices to attract and retain talent in the Canadian energy sector," Haskayne School of Business (Strategic Centre Initiatives), University of Calgary, Calgary, Canada. (February 26, 2020).

Jones, D., Shantz, A. (Author), Alfes, K. (Author), Invited Talk, "Do all roads lead to Rome? A two-study investigation of employee responses to perceived corporate social responsibility through identity- and exchange-based processes," Haskayne School of Business, University of Calgary, Calgary, Canada. (February 25, 2020).

Jones, D., Invited Talk, "On the importance and payoff of up-front time: A tale of lessons learned, told through published and unpublished studies on employee and job seeker responses to CSR," WU Vienna (Vienna University of Economics and Business), Vienna, Austria. (January 28, 2020).

Jones, D. (Author & Presenter), 79th annual meeting of the Academy of Management, "Can we do it, yes we can: Strategies for non-US scholars to succeed in the US jobs market," Academy of Management, Boston, Massachusetts, United States. (August 2019).

Jones, D. (Author & Presenter), zz-Glavas, A. (Author), Hahn, T. (Author), 79th annual meeting of the Academy of Management, "Why do some early-career professionals want jobs that allow them to have social impact, and do they care less about pay? Effects of being predisposed, inspired, and widely-desired," Academy of Management, Boston, Massachusetts, United States. (August 2019).

zz-Garcia, P. (Author & Presenter), Restubog, S. L. (Author), Skarlicki, D. P. (Author), Jones, D. (Author), 34th Annual Meeting of the Society for Industrial and Organizational Psychology, "Infectious abuse: Leaders as antecedents to abusive supervision," Society for Industrial and Organizational Psychology, Washington DC, United States. (April 6, 2019).

Jones, D. (Author & Presenter), Farooq, O. (Author), zz-De Roeck, K. (Author), Farooq, M. (Author), 78th annual meeting of the Academy of Management, "Do attributed motives moderate the effect of corporate social responsibility on employees' OCB?," Academy of Management, Chicago, Illinois, United States. (August 2018).

zz-De Roeck, K. (Author & Presenter), Raineri, N. (Author), Scheidler, S. (Author), Jones, D. (Author), 78th annual meeting of the Academy of Management, "Giving the benefit of the doubt: A micro-level investigation of the insurance-like effect of CSR," Academy of Management, Chicago, Illinois, United States. (August 2018).

Jones, D. (Author & Presenter), 78th annual meeting of the Academy of Management, "Reaching the American dream: Strategies for non-US scholars to succeed in the US jobs market," Academy of Management, Chicago, Illinois, United States. (August 2018).

Jones, D. (Author & Presenter), 78th annual meeting of the Academy of Management, "What you don't know won't influence you: Advancing recruitment research on corporate social responsibility through the study of CSR awareness.," Academy of Management, Chicago, Illinois, United States. (August 2018).

zz-De Roeck, K. (Author & Presenter), Nicolas, R. (Author), Sabrina, S. (Author), Jones, D. (Author), 6th CR3+ conference 2018, "A risk-mitigation approach of CSR: The case of the psychological contract breach," Nante, France. (June 14, 2018).

Jones, D. (Author & Presenter), Willness, C. R. (Author & Presenter), zz-Glavas, A. (Author), Corporate Responsibility Research Conference, "Toward a multilevel understanding of corporate social responsibility (CSR): How micro-level insights can explain variability in meso- and macro-level CSR effects," Seville, Spain. (2017).

- Jones, D. (Author & Presenter), Glavas, A. (Author), Willness, C. (Author), 2017 Corporate Responsibility Research Conference (CRRC), "How micro-level insights can explain variability in meso- and macro-level CSR effects," Seville, Spain. (September 15, 2017).
- Jones, D., 2017 Corporate Responsibility Research Conference, "Chair and Discussant of the Micro-level CSR Symposium Paper Session.," Seville, Spain. (September 14, 2017).
- Jones, D. (Author & Presenter), 77th annual meeting of the Academy of Management, "Playing in the major leagues: Strategies for non-US scholars to succeed in the US jobs market.," Academy of Management, Atlanta, Georgia, United States. (August 2017).
- Jones, D., Corporate Community Volunteering and Employee Engagement (industry facing sessions), "Insights from the science and practice of corporate volunteerism: Enhancing stakeholder value through informed program design," Melbourne, Australia. (November 25, 2016).
- Jones, D., SAMR's International Conference on Business and Management Perspectives in the Asian Context: Challenges and Prospects, "Plenary Session 13," Lahore, Pakistan. (October 22, 2016).
- Jones, D., SAMR's International Conference on Business and Management Perspectives in the Asian Context: Challenges and Prospects, "Corporate social responsibility (CSR) in South Asia: Leveraging socioeconomic and cultural contexts to advance theory and research on employee responses to CSR," Lahore, Pakistan. (October 21, 2016).
- Jones, D., SAMR's International Conference on Business and Management Perspectives in the Asian Context: Challenges and Prospects, "Plenary Session 02," Lahore, Pakistan. (October 21, 2016).
- Jones, D., SAMR's International Conference on Business and Management Perspectives in the Asian Context: Challenges and Prospects, "An editor's perspectives on publishing in business and management journals," Lahore, Pakistan. (October 20, 2016).
- Glavas, A. (Author & Presenter), Jones, D. (Author & Presenter), Willness, C. R., 76th annual meeting of the Academy of Management, "An invitation to break down silos: What macro and micro CSR scholars can learn from each other (PDW facilitators are listed alphabetically)," Academy of Management, Anaheim, California, United States. (August 2016).
- Jones, D. (Author & Presenter), 76th annual meeting of the Academy of Management, "OB Research Incubator, Panel Member," Academy of Management, Anaheim, California, United States. (August 2016).
- Jones, D. (Author & Presenter), Willness, C. R. (Author), Annual meeting of the European Group for Organizational Studies, "Environmental sustainability practices and human resource management: A theoretical model of pre- and post-hire mechanisms," European Group for Organizational Studies, Naples, Italy. (July 2016).
- Jones, D., Summit on Corporate Social Responsibility, a two-day event prior to the annual meeting of Industrial and Organizational Psychology, www.siorp.org/csr, "Corporate Social Responsibility (CSR), viewed from within: A review of micro-CSR research on job seeker attraction, employee responses, and leadership practices," SIOP sponsored, and funded by the National Science Foundation, Anaheim, California, United States. (April 12, 2016).
- Jones, D. (Presenter), 2016 Vermont Worksite Wellness Conference, "Employee volunteering as worksite wellness: Designing Volunteerism programs to benefit employees, employers, and

- communities," The Vermont Department of Health (VDH), Burlington, Vermont, United States. (March 30, 2016).
- Jones, D. (Presenter), Smith, C. P. (Presenter), 2015 UVM Legislative Policy Summit, "UVM's Sustainable Entrepreneurship MBA: Entrepreneurial, Check. But Why "Sustainable"?," University of Vermont, Burlington, Vermont, United States. (November 2015).
- Jones, D. (Presenter), Board of Advisors Meeting, "UVM's Sustainable Entrepreneurship MBA," Rubenstein School of Environment and Natural Resources, University of Vermont, Burlington, Vermont, United States. (October 9, 2015).
- Jones, D. (Author & Presenter), Glavas, A. (Author), Willness, C. R. (Author), 2015 Corporate Responsibility Research Conference (CRRRC), "(Invited Talk) A river still divides, so let's build bridges: What the macro and micro CSR literatures can learn from each other," Corporate Responsibility Research Conference (CRRRC), Kedge School of Bus., Marseille, France. (September 17, 2015).
- Glavas, A. (Author & Presenter), Willness, C. R. (Author), Jones, D. (Author), 2015 Corporate Responsibility Research Conference (CRRRC), "(Invited Talk) Introduction to the micro-CSR track: An invitation to break down silos," Corporate Responsibility Research Conference (CRRRC), Kedge School of Bus., Marseille, France. (September 17, 2015).
- Mohn, B. (Author & Presenter), Jones, D. (Author), 2015 Corporate Responsibility Research Conference (CRRRC), "Communicating about corporate social responsibility on company websites: Testing content and accessibility differences between French and U.S. firms," Corporate Responsibility Research Conference (CRRRC), Kedge School of Bus., Marseille, France. (September 17, 2015).
- Jones, D. (Author & Presenter), Willness, C. R. (Author), Heller, K. W. (Author), 2015 Corporate Responsibility Research Conference (CRRRC), "Unpacking the signals job seekers receive from an employer's environmental and social practices," Corporate Responsibility Research Conference (CRRRC), Kedge School of Bus., Marseille, France. (September 17, 2015).
- Jones, D. (Author & Presenter), 2015 Corporate Responsibility Research Conference (CRRRC), "Widely assumed but thinly tested: Do employees improve their work-related skills through corporate-sponsored volunteering?," Corporate Responsibility Research Conference (CRRRC), Kedge School of Bus., Marseille, France. (September 17, 2015).
- Jones, D. (Author & Presenter), 75th annual meeting of the Academy of Management, "OB Research Incubator, Panel Member," Academy of Management, Vancouver, BC, Canada. (August 2015).
- Jones, D. (Author), 75th annual meeting of the Academy of Management, "(Symposium Discussant) Giving time and money to strangers: Examining the ultimate prosocial actions," Academy of Management, Vancouver, BC, Canada. (August 9, 2015).
- Willness, C. R. (Author & Presenter), Jones, D. (Author), 75th annual meeting of the Academy of Management, "Corporate social responsibility can attract job seekers... But it might it also repel some of them?," Academy of Management, Vancouver, BC, Canada. (August 9, 2015).
- zz-Garcia, P. (Author & Presenter), Restubog, S. L. (Author), Skarlicki, D. P. (Author), Jones, D. (Author), 75th annual meeting of the Academy of Management, "Playing favorites: Investigating the psychological mechanisms linking parental differential treatment and abusive supervision," Academy of Management, Vancouver, BC, Canada. (August 9, 2015).

- Jones, D. (Presenter), 2nd Annual Base of the Pyramid (BoP) Global Network Summit, "Preparing Leaders to (Profitably) Serve Underserved Needs at the Base of the Pyramid," Base of the Pyramid (BoP) Global Network, Burlington, Vermont, United States. (July 16, 2015).
- Skarlicki, D. P. (Author & Presenter), zz-Garcia, P. (Author), Restubog, S. L. D. (Author), Jones, D. (Author), European Association of Work and Organizational Psychology (EAWOP), "Interactional justice as a dependent variable: The relationship between differential parental treatment and abusive supervision," Oslo, Norway. (May 2015).
- Jones, D. (Author & Presenter), 30th Annual Meeting of the Society for Industrial and Organizational Psychology, "Employee reactions to a volunteering program: Mediated and moderated effects," Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania, United States. (April 2015).
- Jones, D. (Author & Presenter), 74th annual meeting of the Academy of Management, "Do claims about skill development reflect the nature of employees' volunteer experiences?," Academy of Management, Philadelphia, Pennsylvania, United States. (August 2014).
- Jones, D. (Author & Presenter), 74th annual meeting of the Academy of Management, "OB Research Incubator, Panel Member," Academy of Management, Philadelphia, Pennsylvania, United States. (August 2014).
- Jones, D. (Author & Presenter), Willness, C. R. (Author), 74th annual meeting of the Academy of Management, "Research on corporate social performance and employee recruitment," Academy of Management, Philadelphia, Pennsylvania, United States. (August 2014).
- Jones, D. (Author & Presenter), Uggerslev, K. L. (Author), Fassina, N. E. (Author), Kraichy, D. (Author), Cadigan, F. (Author), 28th annual meeting of the International Congress of Applied Psychology, "Always consider the source... The source of justice, that is. Meta-analytic tests of competing predictions from two theoretical models," International Congress of Applied Psychology, Paris, France. (July 2014).
- Willness, C. R. (Author & Presenter), Jones, D. (Author), 28th annual meeting of the International Congress of Applied Psychology, "Cynicism toward corporate social responsibility: Testing a measure of a proposed construct to understand stakeholders' skeptical reactions to CSR claims," International Congress of Applied Psychology, Paris, France. (July 2014).
- Jones, D. (Author & Presenter), Shantz, A. (Author), Alfes, K. (Author), 28th annual meeting of the International Congress of Applied Psychology, "Explaining the effects of corporate community involvement on employee job satisfaction and turnover intent: A longitudinal field test of underlying mechanisms," International Congress of Applied Psychology, Paris, France. (July 2014).
- Willness, C. R. (Author & Presenter), Jones, D. (Author), 28th annual meeting of the International Congress of Applied Psychology, "Finding order in construct chaos: Clarifying and differentiating the ways stakeholders perceive and react to corporate social responsibility," International Congress of Applied Psychology, Paris, France. (July 2014).
- Jones, D. (Author & Presenter), Heller, K. W. (Author), Willness, C. R. (Author), 28th annual meeting of the International Congress of Applied Psychology, "It's clear they like it but it's not clear why: Illuminating the signals job seekers receive from an employer's community involvement and environmental sustainability," International Congress of Applied Psychology, Paris, France. (July 2014).

- Schmidt, J. A. (Author & Presenter), Jones, D. (Author), Willness, C. R. (Author), Bourdage, J. S. (Author), 29th Annual Meeting of the Society for Industrial and Organizational Psychology, "Bonus eligibility inequity and turnover among part-time and full-time employees," Society for Industrial and Organizational Psychology, Oahu, Hawaii, United States. (May 2014).
- Jones, D. (Author & Presenter), Alfes, K. (Author), Shantz, A. (Author), Truss, K. (Author), 29th Annual Meeting of the Society for Industrial and Organizational Psychology, "Employee responses to community involvement: Longitudinal tests of mediating mechanisms," Society for Industrial and Organizational Psychology, Oahu, Hawaii, United States. (May 2014).
- Jones, D. (Author & Presenter), 29th Annual Meeting of the Society for Industrial and Organizational Psychology, "Employee-volunteerism research: Creating value for scholars, employees, employers, and society," Society for Industrial and Organizational Psychology, Oahu, Hawaii, United States. (May 2014).
- Jones, D. (Author & Presenter), Willness, C. R. (Author), 29th Annual Meeting of the Society for Industrial and Organizational Psychology, "Environmental management practices: Pre- and post-hire effects, mechanisms, and moderators.," Society for Industrial and Organizational Psychology, Oahu, Hawaii, United States. (May 2014).
- Willness, C. R. (Author & Presenter), Jones, D. (Author), Schmidt, J. A. (Author), 29th Annual Meeting of the Society for Industrial and Organizational Psychology, "How corporate social performance creates proud employees and happy customers," Society for Industrial and Organizational Psychology, Oahu, Hawaii, United States. (May 2014).
- Jones, D. (Co-Chair), Ganegoda, D. B. (Co-Chair), 29th Annual Meeting of the Society for Industrial and Organizational Psychology, "Understanding employee responses to CSR: Explanatory mechanisms and boundary conditions," Society for Industrial and Organizational Psychology, Oahu, Hawaii, United States. (May 2014).
- Schmidt, J. A. (Author & Presenter), Pohler, D. M. (Author), Willness, C. R. (Author), Jones, D. (Author), 66th Annual Meeting of the Labor and Employment Relations Association, "That's not fair: Job based differentiation in HR practices in the same establishment," Labor and Employment Relations Association, Portland, Oregon, United States. (May 2014).
- Jones, D., "Skill Development Among Employee Volunteers: Leveraging Research Findings to Promote STEM Education. Presented to representatives and leaders from Cognizant Technology Solutions," United States. (March 2014).
- Jones, D., "I delivered a workshop on Leadership and Teamwork to members of UVM Horse Barn," Burlington, Vermont, United States. (February 24, 2014).
- Jones, D., National Science and Technology Advisory Committee Meeting, "Skill Development Among Employee Volunteers: Leveraging Research Findings to Promote STEM Education," Citizen Schools, Participants were in Boston or meeting via remote technologies., United States. (November 4, 2013).
- Jones, D., "Results from the Citizen Teacher Experience Study: Takeaways and Implications for Google," Google Inc., & Citizen Schools, Web-Based, United States. (October 30, 2013).
- Jones, D., The 2013 Leadership and External Engagement Retreat, "Citizen Teacher Experience Study: Results, Takeaways, and Implications," Citizen Schools, Boston, Massachusetts, United States. (October 23, 2013).

- Jones, D. (Author & Presenter), 73rd annual meeting of the Academy of Management, "OB Research Incubator, Panel Member," Academy of Management, Orlando, Florida, United States. (August 2013).
- Schmidt, J. A. (Author & Presenter), Willness, C. R. (Author), Bourdage, J. S. (Author), Jones, D. (Author), 28th Annual Meeting of the Society for Industrial and Organizational Psychology, "The effects of strategic HRM and workforce characteristics on turnover," Society for Industrial and Organizational Psychology, Houston, Texas, United States. (April 2013).
- Jones, D., The 2012 Leadership and External Engagement Retreat, "CT Experience Study," Citizen Schools, Boston, Massachusetts, United States. (October 18, 2012).
- Jones, D. (Author & Presenter), Shantz, A. (Author), Alfes, K. (Author), 72nd annual meeting of the Academy of Management, "Direct and indirect effects of corporate community involvement on employee attitudes and behavior," Boston, Massachusetts, United States. (August 2012).
- Schmidt, J. A. (Author & Presenter), Jones, D. (Author), Willness, C. R. (Author), Bourdage, J. S. (Author), Youndt, M. A. (Author), 72nd annual meeting of the Academy of Management, "The effects of inducement and expectation HR practices on turnover & customer satisfaction," Boston, Massachusetts, United States. (August 2012).
- Zerr, K. (Author), Willness, C. R. (Author & Presenter), Jones, D. (Author), 30th International Congress of Psychology, "How awareness, greenwashing, and public opinion influence employees' concept of their company's "green" practices," Cape Town, South Africa. (July 2012).
- Willness, C. R. (Author & Presenter), Jones, D. (Author), 30th International Congress of Psychology, "Says who? Information source credibility and job seekers' perceptions of Corporate Social Responsibility," Cape Town, South Africa. (July 2012).
- Jones, D. (Author & Presenter), Willness, C. R. (Author), 30th International Congress of Psychology, "Using the why to understand the who: What kinds of job seekers are attracted to socially responsible employers?," Capetown, South Africa. (July 2012).
- Jones, D. (Author & Presenter), Willness, C. R. (Author), 30th International Congress of Psychology, "Why job seekers are attracted by Corporate Social Responsibility: Experimental and field evidence," Capetown, South Africa. (July 2012).
- Jones, D. (Author & Presenter), 27th annual meeting of the Society for Industrial & Organizational Psychology, "Corporate Social Responsibility; Co-facilitator, with Daniel Turban, of a Community of Interest Session," Society for Industrial & Organizational Psychology, San Diego, California, United States. (April 2012).
- Jones, D. (Author & Presenter), Alfes, K. (Author), Shantz, A. (Author), 27th annual meeting of the Society for Industrial & Organizational Psychology, "Effects of community involvement on employee satisfaction, trust, and behavior," Society for Industrial & Organizational Psychology, San Diego, California, United States. (April 2012).
- Jones, D. (Author & Presenter), Willness, C. R. (Author), 27th annual meeting of the Society for Industrial & Organizational Psychology, "Using green business practices to recruit employees: What happens post-hire?," Society for Industrial & Organizational Psychology, San Diego, California, United States. (April 2012).

- Jones, D. (Author & Presenter), Martens, M. L. (Author), 71st annual meeting of the Academy of Management, "A test of proposed antecedents and outcomes of supervisor fairness, and the role of employee tenure," San Antonio, Texas, United States. (August 2011).
- Jones, D. (Author & Presenter), Martens, M. L. (Author), 71st annual meeting of the Academy of Management, "Overall fairness, subsequent justice judgments, and perception stability: How justice perceptions evolve over time," San Antonio, Texas, United States. (August 2011).
- Jones, D. (Author & Presenter), Willness, C. R. (Author), 26th annual meeting of the Society for Industrial & Organizational Psychology, "Attracting talent through "green" business practices: A theoretical model," Society for Industrial & Organizational Psychology, Chicago, Illinois, United States. (April 2011).
- Willness, C. R. (Author & Presenter), Chapman, D. S. (Author), Jones, D. (Author), 26th annual meeting of the Society for Industrial & Organizational Psychology, "Green business practices: Doing good and looking good.," Society for Industrial & Organizational Psychology, Chicago, Illinois, United States. (April 2011).
- Jones, D. (Author & Presenter), 26th annual meeting of the Society for Industrial & Organizational Psychology, "Proud to be green: How organizations benefit from pro-environmental practices," Society for Industrial & Organizational Psychology, Chicago, Illinois, United States. (April 2011).
- Jones, D. (Author & Presenter), Willness, C. (Author), Madey, S. (Author), 70th annual meeting of the Academy of Management, "Why are some job seekers attracted to socially responsible companies? Testing underlying mechanisms," Montreal, QE, Canada. (August 2010).
- Jones, D., Leadership Champlain's Community Leadership Development series, "Civic engagement in for-profit companies: How employees, the company, and the community benefit from corporate volunteerism programs," Chamber of Commerce (Chittenden County), Burlington, Vermont, United States. (May 11, 2010).
- Jones, D. (Author & Presenter), Chapman, D. S. (Author), 25th annual meeting of the Society for Industrial & Organizational Psychology, "Is unfair stronger than fair?," Society for Industrial & Organizational Psychology, Atlanta, Georgia, United States. (April 2010).
- Willness, C. (Author & Presenter), Jones, D. (Author), 25th annual meeting of the Society for Industrial & Organizational Psychology, "Making green by being green: How environmentally-friendly practices affect recruitment," Society for Industrial & Organizational Psychology, Atlanta, Georgia, United States. (April 2010).
- Jones, D., Center of Teaching and Learning, "Excellence in Teaching: A Discussion with the Kroepsch-Maurice Award Recipients (panel member)," University of Vermont, Burlington, Vermont, United States. (April 5, 2010).
- Jones, D., Blackboard Jungle 3-Multicultural Learning Across Disciplines: A Mosaic of Perspectives, "Social justice in the classroom," University of Vermont, Burlington, Vermont, United States. (March 27, 2010).
- Jones, D., VT Chamber of Commerce Webinar Series, "The art and science of employee retention," VT Chamber of Commerce, Burlington, Vermont, United States. (January 27, 2010).
- Jones, D. (Author & Presenter), Willness, C. (Author), MacNeil, S. (Author), 69th annual meeting of the Academy of Management, "Corporate social responsibility and recruitment: Person-

- organization fit and signaling mechanisms (Winner of the 2009 HRM Division Best Conference Paper Award)," Chicago, Illinois, United States. (August 2009).
- Jones, D. (Author & Presenter), 70th annual meeting of the Canadian Psychological Association, "Social exchange and organizational citizenship behaviour: Reciprocation in response to an employee-centered socially responsible business initiative.," Canadian Psychological Association, Montreal, Quebec, Canada. (June 13, 2009).
- Jones, D., Leadership Champlain's Community Leadership Development series, "Linking civic engagement and economic development: How corporate volunteerism programs benefit employees, the company, and the community," Chamber of Commerce (Chittenden County), Burlington, Vermont, United States. (May 12, 2009).
- Willness, C. (Author & Presenter), Jones, D. (Author), Chapman, D. S. (Author), 24th annual meeting of the Society for Industrial & Organizational Psychology, "Attracting applicants through corporate social responsibility: A real world test," Society for Industrial & Organizational Psychology, New Orleans, Louisiana, United States. (April 2009).
- Jones, D. (Presenter), 24th annual meeting of the Society for Industrial & Organizational Psychology, "Corporate social responsibility (Facilitator of a Community of Interest Session)," Society for Industrial & Organizational Psychology, New Orleans, Louisiana, United States. (April 2009).
- Jones, D. (Author & Presenter), 24th annual meeting of the Society for Industrial & Organizational Psychology, "Feeling proud of the company's community-service and environmental initiatives: Relationships with perceived value fit, organizational identification, and other attitudes," Society for Industrial & Organizational Psychology, New Orleans, Louisiana, United States. (April 2009).
- Jones, D. (Author & Presenter), 24th annual meeting of the Society for Industrial & Organizational Psychology, "There is nothing more practical than good theory: How firms can (and do) use social exchange and organizational identification theories to inform CSR practice," Society for Industrial & Organizational Psychology, New Orleans, Louisiana, United States. (April 2009).
- Martens, M. L. (Author & Presenter), Jones, D. (Author), Annual Meeting of the British Academy of Management, "Justice, overall fairness, and employee attitudes: Using qualitative data to understand how context affects quantitative findings," British Academy of Management, Harrogate, United Kingdom. (September 2008).
- Jones, D., 68th annual meeting of the Academy of Management, "A novel approach to business ethics training: Improving moral reasoning in just a few weeks," Anaheim, California, United States. (August 2008).
- Schmidt, J. A. (Author & Presenter), Chapman, D. S. (Author), Jones, D. (Author), 68th annual meeting of the Academy of Management, "Effects of person-organization and person-job fit emphasis on internet recruitment: A field experiment," Anaheim, California, United States. (August 2008).
- Jones, D. (Author & Presenter), Spring conference for Vermont Businesses for Social Responsibility, "The role of CSR in employee recruitment and retention. Presented in the "From the world of higher education: News you can use" panel session," Burlington, Vermont, United States. (May 2008).

- Jones, D., 67th annual meeting of the Academy of Management, "Corporate volunteer programs and employee responses: How serving the community also serves the company.," Philadelphia, Pennsylvania, United States. (August 2007).
- Jones, D. (Author & Presenter), Martens, M. (Author), 67th annual meeting of the Academy of Management, "Fairness heuristic theory: Do overall fairness and trust certainty mediate and moderate justice effects?," Philadelphia, Pennsylvania, United States. (August 2007).
- Jones, D. (Presenter), 67th annual meeting of the Academy of Management, "Symposium Discussant: Corporate social responsibility and organizational justice: Multifoci, -level, -motive perspectives.,," Philadelphia, Pennsylvania, United States. (August 2007).
- Jones, D. (Author & Presenter), Dupee, M. (Presenter), Webinar for the Association of Corporate Contributions Professionals, "The connection between corporate volunteerism and the bottom line: How corporate giving delivers real business results," Association of Corporate Contributions Professionals. (August 2007).
- Jones, D. (Author & Presenter), zz-Carroll, S. (Author), International Association of Conflict Management, "Revenge is a dish best served cold: Avengers' accounts of calculated revenge cognitions and assessment of a proposed measure," Budapest, Hungary. (July 2007).
- Jones, D. (Author & Presenter), International Association of Conflict Management, "Triggers of revenge in the workplace: A theoretical framework illustrated through accounts from avengers," Budapest, Hungary. (July 2007).
- Jones, D. (Author & Presenter), HR Forum, "Corporate Social Responsibility: Review of Impact and Trends, and New Evidence Supporting its Use as a Strategic Workforce Management Tool," Gallagher, Flynn & Co., LLP, Burlington, Vermont, United States. (May 2007).
- Jones, D. (Author & Presenter), Dupee, M. (Author & Presenter), Spring conference for Vermont Businesses for Social Responsibility, "The business case for a workplace volunteerism program," Burlington, Vermont, United States. (May 2007).
- Jones, D. (Author & Presenter), Research Seminar Series, Department of Psychology, Hofstra University, "Employee responses to corporate social responsibility," Long Island, New York, United States. (March 2007).
- Jones, D. (Author & Presenter), Dupee, M. (Author & Presenter), Learning Forum Presentation for Business Leaders, "Creating social sustainability through corporate volunteerism," Society for Organizational Learning's Forum on Business Innovation for Sustainability, United States. (March 27, 2007).
- Jones, D. (Author & Presenter), HR Forum, "Understanding how employees view fairness in the workplace and its relationship to creating a high performing workforce," Gallagher, Flynn & Co., LLP. (December 2006).
- Jones, D. (Author & Presenter), Fall conference for Vermont Businesses for Social Responsibility, "Effects of socially responsible business practices on the workforce: Benefits for firms and their employees.," Brattleboro, Vermont, United States. (October 2006).
- Jones, D. (Author & Presenter), Fassina, N. (Author), Uggerslev, K. (Author), 66th annual meeting of the Academy of Management, "Meta-analytic tests of justice and OCB: Agent-system, agent-dominance, and shared-variance models," United States. (August 2006).

- Jones, D. (Author & Presenter), Fassina, N. E. (Author), Uggerslev, K. L. (Author), 66th annual meeting of the Academy of Management, "Using meta-analysis & path analysis to clarify relations between job satisfaction, justice, and OCB," Atlanta, Georgia, United States. (August 2006).
- Jones, D. (Author & Presenter), Skarlicki, D. P. (Author), 67th annual meeting of the Canadian Psychological Association, "Organizational justice over time: How perceptions of fairness can change," Calgary, Alberta, Canada. (June 2006).
- Jones, D. (Author & Presenter), 67th annual meeting of the Canadian Psychological Association, "Propensities for revenge at work: Relationships among revenge, retaliatory intent, vengeance, negative reciprocity, negative affectivity, agreeableness, and honesty," Calgary, Alberta, Canada. (June 2006).
- Jones, D. (Author & Presenter), 21st annual meeting of the Society for Industrial & Organizational Psychology, "Perceptions of fairness among individuals who don't know how decisions are made: Fairness heuristics and error variance in the measurement of procedural justice," Society for Industrial & Organizational Psychology, Dallas, Texas, United States. (May 2006).
- Jones, D. (Author & Presenter), Keown-Gerrard, J. L. (Author), Sulsky, L. M. (Author), 65th annual meeting of the Academy of Management, "Attributions in performance appraisal: Situational constraint salience in supervisory & self-ratings," Honolulu, Hawaii, United States. (August 2005).
- Jones, D. (Author), zz-Carroll, S. (Author & Presenter), 66th annual meeting of the Canadian Psychological Association, "Examining a practical approach to detecting faking on selection tests," Montreal, Quebec, Canada. (June 2005).
- Jones, D. (Author & Presenter), 66th annual meeting of the Canadian Psychological Association, "Logistic regression in applied research: Strengths, uses, and cautions," Montreal, Quebec, Canada. (June 2005).
- Jones, D. (Author & Presenter), Chapman, D. S. (Author), 20th annual meeting of the Society for Industrial and Organizational Psychology, "Four factors of justice? Evidence for a fifth factor," Los Angeles, California, United States. (April 2005).
- Jones, D. (Author & Presenter), 20th annual meeting of the Society for Industrial and Organizational Psychology, "Workplace revenge: A calculated response to mistreatment," Society for Industrial and Organizational Psychology, Los Angeles, California, United States. (April 2005).
- Jones, D. (Author), Chapman, D. S. (Author & Presenter), Uggerslev, K. L. (Author), zz-Carroll, S. (Author), Piasentin, K. A. (Author), NATO Task Force Group on Military Recruitment & Retention, "Implications of a Meta-analytic Review of Recruiting Correlates for Military Recruitment," Brussels, Belgium. (October 2004).
- Jones, D. (Author), Chapman, D. S. (Author & Presenter), NATO Task Force Group on Military Recruitment & Retention, "Theory-Based Recruiting Practices," Brussels, Belgium. (October 2004).
- Jones, D. (Author & Presenter), 64th annual meeting of the Academy of Management, "Counterproductive work behavior toward supervisors & organizations: Injustice, revenge, & context," New Orleans, Louisiana, United States. (August 2004).

- Jones, D. (Author), Fassina, N. E. (Author & Presenter), Uggerslev, K. L. (Author), 64th annual meeting of the Academy of Management, "Organizational justice, job satisfaction, and citizenship behaviors: A meta-analytic test of social exchange and attitude heuristics," United States. (August 2004).
- Jones, D. (Author), zz-Carroll, S. (Author & Presenter), Sulsky, L. M. (Author), 19th annual meeting of the Society for Industrial and Organizational Psychology, "Identifying fakers using a bogus item approach," Chicago, Illinois, United States. (April 2004).
- Jones, D. (Author), Shultz, J. W. (Author & Presenter), Chapman, D. S. (Author), 19th annual meeting of the Society for Industrial and Organizational Psychology, "The elaboration likelihood model, job ads, and application decisions," Chicago, Illinois, United States. (April 2004).
- Jones, D. (Author), Ormond, W. (Author & Presenter), Sell, Y. (Author), Human Resources Association of Calgary & The Human Resources Institute of Alberta HR Professionals Conference: Taking Human Resources To the Next Level, "Leadership versus Management: The reality of implicit theories," Calgary, AB, Canada. (April 2004).
- Jones, D. (Author & Presenter), 63rd annual meeting of the Academy of Management, "Retaliating against supervisors and organizations: Theory of planned behavior and justice predictions," Seattle, Washington, United States. (August 2003).
- Jones, D. (Author), Chapman, D. S. (Author & Presenter), Uggerslev, K. L. (Author), zz-Carroll, S. (Author), Piasentin, K. A. (Author), 18th annual meeting of the Society for Industrial and Organizational Psychology, "A meta-analytic review of determinants of applicant attraction to organizations and job choice," Orlando, Florida, United States. (April 2003).
- Jones, D. (Author & Presenter), Skarlicki, D. P. (Author), 18th annual meeting of the Society for Industrial and Organizational Psychology, "Integrating fairness theory with fairness heuristic theory: Reactions to interactional injustice,," Orlando, Florida, United States. (April 2003).
- Jones, D. (Author), Chapman, D. S. (Author & Presenter), 62nd annual meeting of the Academy of Management, "Recruiting as persuasion: Making the square hole appear round and making the round peg feel square," Academy of Management, Denver, Colorado, United States. (August 2002).
- Jones, D., 63rd annual meeting of the Canadian Psychological Association, "Employee narratives of procedural justice: A content analysis of 1600 intranet postings," Vancouver, British Columbia, Canada. (May 2002).
- Jones, D. (Author & Presenter), Skarlicki, D. P. (Author), 17th annual meeting of the Society for Industrial and Organizational Psychology, "Interactive justice effects on retail employees' voluntary turnover," Toronto, Ontario, Canada. (April 2002).
- Jones, D. (Author & Presenter), Skarlicki, D. P. (Author), 17th annual meeting of the Society for Industrial and Organizational Psychology, "The effects of social information on fairness evaluations and retaliation," Toronto, Ontario, Canada. (April 2002).
- Jones, D. (Author & Presenter), Holton, T. A. (Author), Bramfield, T. D. (Author), Heinrich, C. L. (Author), Second International Conference on Researching Work and Learning, "From individual to collective learning: An examination of intra-net discourse from information technology employees," Calgary, Alberta, Canada. (July 2001).
- Jones, D. (Author), Mansley, C. L. (Author & Presenter), Ormond, W. (Author), Strebchuk, J. (Author), 5th annual meeting of the Alberta Teachers of Psychology, "The Psychology Help

- Desk: A statistics and research design resource for undergraduate students," Edmonton, Alberta, Canada. (June 2001).
- Jones, D. (Author & Presenter), Skarlicki, D. P. (Author), 61th annual meeting of the Canadian Psychological Association, "Turnover among retail employees: Organizational justice and referent cognitions theory predictions," Ottawa, Ontario, Canada. (June 2000).
- Jones, D. (Author), Brennan, A. (Author & Presenter), Celnar, C. (Author), Gardiner, H. (Author), Keown, J. (Author), Lucas, C. (Author), Miller, D. (Author), Ormond, W. (Author), Paquet, S. (Author), Porter, R. (Author), Sell, Y. (Author), Sulsky, L. (Author), Uggerslev, K. (Author), 60th annual meeting of the Canadian Psychological Association, "Designing a performance appraisal system for white collar employees," Halifax, Nova Scotia, Canada. (June 1999).
- Jones, D. (Author & Presenter), Skarlicki, D. P. (Author), 60th annual meeting of the Canadian Psychological Association, "Methodological approaches to studying employee responses to workplace fairness: A quasi-experimental approach," Halifax, Nova Scotia, Canada. (June 1999).
- Jones, D. (Author & Presenter), Skarlicki, D. P. (Author), 59th annual meeting of the Canadian Psychological Association, "Managerial justice training: Its effects on retail employees' perceptions of fairness, citizenship, and retaliatory behaviors," Edmonton, Alberta, Canada. (June 1998).

Research Currently in Progress

- "Business Sustainability as a People-Focused Strategy" (Planning).
Building a new perspective on sustainability strategy from the standpoint of people and human resources
- "Expanding the "who" and "what" in research on job seeker reactions to corporate social responsibility (CSR): Attraction to CSR vs. in-work social impact, among permanent vs. temporary workers." (On-Going).
My AY-2024/25 sabbatical research plan comprises (1) conceptual and (2) empirical research, uniquely positioned to connect multiple literatures, and substantially advance one that expands the study of "what" and "who" in research on: *Employer* corporate social responsibility (CSR) & *Prospective employee* attraction. In short: The two most frequently investigated types of mediating mechanisms that explain CSR effects on job seeker attraction are expected fair treatment (e.g., promotion opportunities), and anticipated pride and organizational identification. Both mechanisms are tied to long-term employment relationships that apply more to permanent employees compared to temporary workers. In contrast, opportunity for pro-environmental or social impact through the work itself applies to both temporary and permanent employee populations.
- By the time of my sabbatical leave, the landscape of employee recruitment was evolving rapidly. A recent editor-in-chief of Human Relations, a top tier GSB-ranked journal, provided a friendly review of a co-authored theory paper, with feedback to the effect of: Great ideas, but top journals aren't publishing any recruitment research given the changing landscape of employee recruitment (zip recruiter, AI-based processes, the rise of freelance platforms). We consulted two well-established recruitment scholars who confirmed the same, and both advised us to focus on empirical research that models online freelance marketplace platforms used by 10s of millions of Americans alone each week (e.g., fiverr.com, freelancer.com, upwork.com). We twice designed and collected pilot data that became moot within months due to the speed with which those platforms evolve. Currently, early-stage applicant screening on those platforms doesn't even expose them to company names, never mind CSR practices. We're still problem solving and adapting our questions and design to

be more resilient in a dynamic recruitment environment. We have been using a \$200,000 CAD SSHRC Insight grant to fund this work.

"How introducing a volunteerism program changes employees' views about their employer's identity: Promoting positive job attitudes and behaviors through employee pride and identification" (On-Going).
Data collected. (Jones)

"Interactive effects of CSR perceptions and attributed motives on employee trust: Reactions to "how much" CSR depend on "who" perceives the "why"" (On-Going).
(Jones, Farooq, De Roeck, Raineri, & Farooq)
We spent a few years to design two-field studies, collect data from employees and their managers in France and Pakistan, and prepare a manuscript for peer review. We spent a few more years aiming high with two submissions rejected by top tier GSB-ranked journals (ASQ & AMJ).

In 2024/2025, a co-author collected pilot data to inform methods and design of in-progress planning of experimental studies. In May 2026, we concluded new field data were better suited to our objectives, and we are preparing to submit the study design to IRB, using a panel-data service provider.

"Mediated effects of perceived corporate social responsibility on employee outcomes through organizational identification and trust." (On-Going).
Data collected for three studies (two included in the in-progress paper).
(Jones, Shantz, & Alfes)

"Playing favorites: The psychological mechanisms between parental differential treatment and abusive supervision" (On-Going).
We have just collected additional data that my co-authors and I need to analyze and write up. We plan to submit this for review by August of this year.

"Please delete 3 non-active entries".
I am unable to delete 3 non-active "Research Currently in Progress" entries, which were submitted in prior years by others who are no longer GSB faculty.

Please delete:
Business Sustainability as a People-Focused Strategy (Hart, Stuart)
Revenge is a dish best served cold... (Carroll, Sarah)
Playing favorites... (Patrick Raymund James et al)

"Reactions to perceived CSR among temporary vs. permanent employees: Expanding "who" reacts to "what" in micro-CSR research among paid workers" (On-Going).
The purpose of this research is to expand the "who" in employee-focused micro CSR-research on reactions to perceived CSR. Over 50 micro-CSR employee studies have tested two underlying mechanisms more than any others, which offer well-supported explanations of positive reactions to perceived CSR among organizational members: Organizational identification and trust (i.e., higher CSR leads to higher identification and trust, which leads to employee performance behaviors, commitment, and retention).

Those two (and other) frequently investigated mechanisms are tied to long-term employment relationships. As such, those mechanisms that apply to permanent employees apply less to temporary workers. I seek to demonstrate that empirically, and to test a meaningfulness mediator (and related moderators) that theoretically apply to temporary workers as well as permanent employees.

"Revenge is a dish best served cold: Avengers' accounts of calculated revenge cognitions and assessment of a measure." (Writing Results).
Data collection is completed for Studies 1 and 2. A draft has been prepared.

An earlier version of this paper was presented at a scholarly conference:

Jones, D. A., & Carroll, S. A. (2007, July). Revenge is a dish best served cold: Avengers' accounts of calculated revenge cognitions and assessment of a proposed measure. Presented at the annual meeting of the International Association of Conflict Management, Budapest, Hungary.

Contracts, Grants and Sponsored Research

Grant

Jones, D. (Co-PI), Farooq, M. O. (Principal), Farooq, M. (Co-PI), "Corporate social responsibility practices, employees' perceptions, and causal attributions in UAE firms," Sponsored by United Arab Emirates University, College/University, \$68,000.00. (January 1, 2018 - December 31, 2019).

Fassina, N. (Principal), Jones, D. (Contributor), Uggerslev, K. (Contributor), "Social Exchange relationships in organizations: A meta-analytic integration of organizational justice, perceived support, leader-member exchange, psychological contracts, felt obligation, and trust," Sponsored by Social Sciences and Humanities Research Council, Insight Grant, 2013 Competition, Other. (May 2013 - May 2018).

Willness, C. R. (Principal), Jones, D. (Contributor), "Why does Corporate Social Responsibility matter to job applicants? Examining theoretical mechanisms that can explain the CSR-applicant attraction relationship," Sponsored by Social Sciences and Humanities Research Council, Standard Research Grants, 2010 Competition, Other. (April 2010 - April 2014).

Jones, D. (Principal), "McNair Scholars Program Summer Research Internship Grant," Sponsored by McNair, The University of Vermont, \$500.00. (June 2008 - July 2008).

Jones, D. (Principal), "Green Mountain Coffee Roasters Foundation," Sponsored by Green Mountain Coffee, The University of Vermont, \$42,402.00. (January 2006 - August 2006).

Jones, D. (Principal), "McNair Scholars Program Summer Research Internship Grant," Sponsored by McNair, The University of Vermont, \$1,875.00. (June 2005 - July 2005).

Jones, D. (Principal), "URGC Graduate Thesis Research Grant," Other, \$1,500.00. (May 2003 - June 2003).

Jones, D. (Principal), "Canadian Psychological Association Travel Grant for Presenting Authors," Other, \$37.00. (May 2002 - June 2003).

Jones, D. (Principal), "University Research Grants Committee Graduate Travel Grant for Presenting Authors," Other, \$929.00. (May 2002 - June 2002).

Jones, D. (Principal), "Creating Organizational Excellence Conference Travel Scholarship," Other, \$400.00. (May 2002).

Jones, D. (Principal), "Creating Organizational Excellence Travel Grant for Conference Presentation," Other, \$400.00. (April 2002).

Jones, D. (Principal), "Academic Projects/Conference Fund Scholarship," Other, \$500.00. (March 2002 - April 2002).

Jones, D. (Principal), "Creating Organizational Excellence Travel Grant for Conference Presentation," Other, \$500.00. (April 2001 - May 2001).

Jones, D. (Principal), "Canadian Psychological Association Travel Grant for Presenting Authors," Other, \$129.00. (July 2000 - August 2000).

Jones, D. (Principal), "Creating Organizational Excellence Travel Grant for Conference Presentation," Other, \$300.00. (May 2000 - June 2000).

Jones, D. (Principal), "University of Calgary Thesis Research Grant," Other, \$130.00. (October 1999 - November 1999).

Jones, D. (Principal), "Psychology Graduate Student Association Travel Grant," Other, \$200.00. (May 1999 - June 1999).

Jones, D. (Principal), "Creating Organizational Excellence Travel Grant for Conference Presentation," Other, \$400.00. (May 1999).

Awards and Honors

John L. Beckley Professorship in American Business, Grossman School of Business. (June 1, 2017).

Stata Award, Grossman School of Business. (June 1, 2017).

Stata Award, Grossman School of Business. (June 1, 2016).

Stata Award, Grossman School of Business. (June 1, 2015).

2014 Academy of Management Book Award, Organizations and the Natural Environment (ONE) Division (I co-authored 1 chapter in the book), Organizations and the Natural Environment (ONE) Division of AOM. (August 2014).

Ranked 2nd on "The Top Sustainability Research Findings of 2013", Network for Business Sustainability. (January 2014).

Dean's Award for Distinguished Scholarship, School of Business Administration, University of Vermont. (April 5, 2012).

Chosen as runner up for the Best Paper Prize for papers published in the Journal of Organizational Behavior during 2009, Journal of Organizational Behavior. (August 2010).

Inclusion in the Best Paper Proceedings of the AOM meeting, Academy of Management. (August 2010).

Inclusion in the Best Paper Proceedings of the AOM meeting, Academy of Management. (August 2009).

Winner of the 2009 HRM Division Best Conference Paper Award, Academy of Management Meeting (Jones, Willness, & MacNeil, 2009), Academy of Management. (March 2009).

Inclusion in the Best Paper Proceedings of the AOM meeting, Academy of Management. (August 2007).

Inclusion in the Best Paper Proceedings of the AOM meeting, Academy of Management. (August 2006).

Finalist for the best human resources article published in 2005, Scholarly Achievement Committee, HR Division, Academy of Management. (July 2006).

Inclusion in the Best Paper Proceedings of the AOM meeting, AOM. (August 2004).

Inclusion in the Best Paper Proceedings of the AOM meeting, AOM. (August 2003).

TEACHING

Teaching Experience

The University of Vermont

BSAD 095, Special Topics, 3 courses.

BSAD 096, Special Topics, 3 courses.

BSAD 101, Business Savvy, 4 courses.

BSAD 120, Leadership & Org Behavior, 51 courses.

BSAD 194, Internship, 1 course.

BSAD 195, Corporate Social Responsibility, 3 courses.

BSAD 196, Special Topics, 1 course.

BSAD 295, Sustainable Business, 8 courses.

BSAD 301, Foundations of Management, 4 courses.

BSAD 302, Cost Models, 4 courses.

BSAD 395, Managing and Leading for Sustainable Innovation, 5 courses.

BSAD 396, Sustainability Toolkit II, 4 courses.

BUS 2300, Leadership & Org Behavior, 7 courses.

MBA 301, Teamwork for Sus Innovation, 2 courses.

MBA 302, Strategic CSR & Sustainable Value, 4 courses.

MBA 303, Strategic CSR for Transformational Sustainability, 3 courses.

MBA 304, Sust. Toolkit II, 2 courses.

MBA 305, Sustainable Entrepreneurship in Action - Practicum, 1 course.

MBA 307, Focusing on Sust. and Entrep., 1 course.

MBA 6020, From CSR to Sustainable Value, 3 courses.

Awards and Honors

Ranked 1st in the US & 5th Worldwide, 2018 Better World MBA Program by Corporate Knights, Corporate Knights. (October 2018).

Ranked 1st in the US, Princeton Review's 2019 Best Green MBAs, Princeton Review. (October 2018).

Ranked Best MBA Program in Vermont, 2018, VT Business Magazine. (June 2018).

Ranked 1st in the US, Princeton Review's 2018 Best Green MBAs, Princeton Review. (October 2017).

Ranked 2nd in the US & 8th Worldwide, 2017 Better World MBA Program by Corporate Knights, Corporate Knights. (October 2017).

Ranked Best MBA Program in Vermont, 2017, VT Business Magazine. (June 2017).

Ranked 2nd in the US, Princeton Review's 2017 Best Green MBAs, Princeton Review. (October 2016).

"Favorite Professor" to be honored at the Student-Faculty Appreciation Night, Athlete Advisory Council and UVM Department of Athletics. (March 17, 2015).

Nominated for the 2015 George V. Kidder Outstanding Faculty Award, University of Vermont Alumni Association. (January 2015).

Nominated for the 2014 George V. Kidder Outstanding Faculty Award, University of Vermont Alumni Association. (January 2014).

Class of 2009 Certificate of Recognition – Positive Influence on UVM Students, University of Vermont. (March 2009).

Winner of the 2009 Kroepsch-Maurice Excellence in Teaching Award, University of Vermont. (March 2009).

Class of 2008 Certificate of Recognition – Positive Influence on UVM Students, University of Vermont. (March 2008).

Nominated for the 2008 Kroepsch-Maurice Excellence in Teaching Award, University of Vermont. (January 2008).

Nominated for the 2007 Kroepsch-Maurice Excellence in Teaching Award, University of Vermont. (January 2007).

Nominated for the 2006 Kroepsch-Maurice Excellence in Teaching Award, University of Vermont. (January 2006).

SERVICE

Service to Academic Community

Committee Member, Mentoring Team. (February 2026 - Present).

Committee Member, Search Committee for the Schlesinger-Grossman Chair of Family Business. (January 2026 - Present).

Committee Member, Honors Day Steering Committee. (August 2025 - Present).

Committee Member, Faculty Standards Committee. (September 2010 - Present).

Committee Member, Committee of Three (FSC) for Lecturer Steve Gagner. (February 2026).

Committee Chair, Honors Day Steering Committee. (August 2022 - August 2024).

Committee Member, GSB Inclusive Excellence Action Committee. (October 2023 - May 31, 2024).

Committee Member, Mentoring Team. (February 2022 - May 31, 2024).

Committee Member, Graduate Studies Committee. (September 2022 - December 2022).

Miscellaneous, Miscellaneous (Fall 2022). (August 23, 2022 - December 20, 2022).

Committee Member, Committee of Three. (October 2022 - November 11, 2022).

Committee Member, Honors Day Steering Committee. (August 2020 - August 2022).

Committee Member, Committee of Three (FSC) for Akshay Mutha's second reappointment (with Professors DeWitt and Do). (September 2021 - December 2021).

Committee Member, Ad hoc committee for Renewal of Elizabeth and David Daigle Professorship. (September 2021 - September 20, 2021).

Committee Member, Committee of Three (FSC) for Chun Zhang's Promotion to Full Professor (with Chair T. Noordewier & K. Chiang). (September 20, 2019 - December 9, 2019).

Committee Chair, Committee of Three (FSC) for Amy Tomas's Reappointment as Senior Lecturer (with A. Prevost & E. Monsen). (September 20, 2019 - November 15, 2019).

Faculty Attendee, UVM Big Weekend - Alumni & Family Networking & Tours. (October 5, 2019).

Faculty Advisor, Net Impact Chapter. (September 2016 - September 2018).

Committee Member, SI-MBA Program Specialist Search Committee. (May 2018 - June 2018).

Transfer Credit Syllabus Review Session. (May 19, 2017).

Committee Member, Award Committee: Dean's Award for Distinguished Scholarship. (February 2017 - April 2017).

Committee Member, Award Committee: Dean's Staff Recognition Award. (February 2017 - April 2017).

Committee Member, OB/HR Search Committee. (August 2016 - March 2017).

Committee Chair, FSC Ad Hoc Subcommittee for Professor Patrick Garcia's Reappointment, Tenure and Promotion. (January 2015 - December 2016).

Contributing Author, AACSB Report. (July 2016 - September 2016).

Committee Member, Award Committee: Dean's Award for Distinguished Scholarship. (March 2016 - April 2016).

Committee Member, Award Committee: Dean's Staff Recognition Award. (March 2016 - April 2016).

Committee Chair, Ad Hoc Committee on RPT Documentation Review (Co-Chair). (February 16, 2016 - April 1, 2016).

Award Coordinator, Concentration Award Coordinator - Management & the Environment. (March 5, 2016 - March 21, 2016).

Award Coordinator, Concentration Award Coordinator - Management & the Environment. (March 5, 2016 - March 21, 2016).

Committee Member, Search Committee for OB/HR TT Faculty. (September 1, 2015 - November 19, 2015).

Committee Member, Search Committee for Full Time SEMBA Program Specialist. (May 2015 - July 2015).

Committee Member, Award Committee: Dean's Award for Distinguished Scholarship. (April 2015).

Committee Member, Award Committee: Dean's Staff Recognition Award. (April 2015).

Award Coordinator, Concentration Award Coordinator - Management & the Environment. (March 5, 2015 - March 21, 2015).

Award Coordinator, Concentration Award Coordinator - Management & the Environment. (March 5, 2015 - March 21, 2015).

Attendee, Orientation, Admitted student days. (March 20, 2015).

Delegate, United Academics Delegate for the School of Business Administration. (July 1, 2013 - March 20, 2015).

Developing Curricular Content, SEMBA Curriculum Development. (June 1, 2014 - August 20, 2014).

Committee Member, Award Committee: Dean's Award for Distinguished Scholarship. (April 2014).

Committee Member, Award Committee: Dean's Staff Recognition Award. (April 2014).

Committee Chair, OB/HR Search Committee. (February 2014 - April 2014).

Attendee & Presenter of BSAD awards, Alana Award Ceremony Bio writer & Presenter. (April 18, 2014).

Attendee, Orientation, Admitted student days. (February 21, 2014 - April 14, 2014).

Committee Member, Search Committee for the Steven Grossman Endowed Chair of Sustainable Business. (April 24, 2013 - March 2014).

Award Coordinator, Concentration Award Coordinator - Management & the Environment. (March 5, 2014 - March 21, 2014).

Committee Member, Journal List Criteria Ad Hoc Committee. (September 2013 - February 2014).

Presenter of research, "Employees say they improve their skills through volunteering, but talk is cheap: Do claims about skill development reflect the nature of the volunteer experience?", Presented research to a group of BSAD students. (February 11, 2014).

Committee Member, FSC Ad Hoc Subcommittee for Professor Hugh Marble's Reappointment, Tenure and Promotion. (September 2011 - October 2013).

Delegate, United Academics Delegate for the School of Business Administration. (July 1, 2011 - June 30, 2013).

Committee Member, Award Committee: Dean's Award for Distinguished Scholarship. (March 2013 - May 2013).

Committee Chair, Honors Day Steering Committee. (February 2013 - May 2013).

Committee Member, Award Committee: Dean's Staff Recognition Award. (April 2013).

Attendee & Presenter of BSAD awards, Alana Award Ceremony Bio writer & Presenter. (April 19, 2013).

Attendee, Orientation, Admitted student days. (February 15, 2013 - April 5, 2013).

Award Coordinator, Concentration Award Coordinator - Human Resource Management. (March 15, 2013 - March 21, 2013).

Award Coordinator, Concentration Award Coordinator - Management & the Environment. (March 15, 2013 - March 21, 2013).

Committee Chair, Honors Day Ad Hoc Committee. (January 2013 - February 2013).

Provided Training to Case Competition Team, Conducted Training in Ethical Reasoning to UG Case Competition Team. (February 1, 2013).

Committee Member, MBA Curriculum Review & Strategic Planning Ad-Hoc Committee. (March 2012 - October 2012).

Attendee, Orientation, Admitted student days. (March 2012 - April 2012).

Bio writer (& presenter), Alana Award Ceremony Bio Writer & Presenter. (April 20, 2012).

Bio writer & presenter, Honors Day Award Ceremony Bio Writer & Presenter. (April 20, 2012).

Attendee, Meeting, Board of Advisors Dinner Attendee. (March 15, 2012).

Attendee, Meeting, POM Search (Heavy Participation). (January 2012 - February 2012).

Committee Member, Undergraduate Curriculum Review & Strategic Planning Ad-Hoc Committee. (October 2011 - February 2012).

Provided Feedback to Case Competition Team, Provided Feedback to UG Case Competition Team. (February 9, 2012).

Attendee, Meeting, AACSB Meeting Attendee. (January 30, 2012).

Committee Member, Search Committee for Accounting Faculty. (September 1, 2011 - November 15, 2011).

Attendee, Meeting, Board of Advisors Meeting Attendee. (October 17, 2011).

Committee Member, Ad hoc committee on Faculty Performance Metrics. (March 2010 - May 2010).

Representative, United Academics Representative for the School of Business Administration. (September 2006 - May 2010).

Bio writer, Honors Day Award Ceremony Bio Writer & Presenter. (April 2010).

Bio writer (& presenter), Alana Award Ceremony Bio Writer & Presenter. (April 23, 2010).

Attendee, Orientation, Admitted student days. (March 19, 2010 - April 23, 2010).

Committee Member, Search Committee for Strategy Position. (August 2009 - February 2010).

Attendee, Award Ceremony, Alana Award Ceremony Bio Writer & Presenter. (April 2009).

Workshop Organizer, Sponsored speaker to President's Distinguished Lecture Series. (April 2009).

Committee Member, Ad Hoc Committee, Global/Civic Awareness in the Curriculum. (February 2009 - April 2009).

Committee Member, Defining Academically Qualified and Professionally Qualified Faculty for AACSB: Ad Hoc Committee. (September 1, 2007 - November 2008).

Committee Member, Ad Hoc Committee, Ethics in the Curriculum. (January 2008 - May 2008).

Faculty Advisor, Co-advisor to the Management Club. (August 2007 - May 2008).

Co-advisor (with Barbara McIntosh), Co-advisor to the Management Club, School of Business Administration. (September 2007 - December 2007).

Attendee, Award Ceremony, Alana Award Ceremony Bio Writer & Presenter. (April 2007).

Attendee, Award Ceremony, Alana Award Ceremony Bio Writer & Presenter. (April 2006).

Attendee, Award Ceremony, Alana Award Ceremony Bio Writer & Presenter. (April 2005).

University Service including GSB

University Senate Service, Faculty Senate. (July 1, 2025 - June 30, 2028).

Committee Member, University Diversity Council. (October 2023 - May 31, 2024).

Committee Member, Curricular Affairs Committee. (August 2023 - May 31, 2024).

Committee Member, Curricular Affairs Subcommittee (prepare, & present a report of an Academic Program Review of the Department of Nutrition & Food Sciences). (October 30, 2023 - March 7, 2024).

Committee Member, Subcommittee of Curricular Affairs Committee (prepare, & present a review memo of a proposal for a Sustainable Energy Engineering Minor. (January 4, 2024).

Committee Member, Curricular Affairs Committee. (August 2022 - May 2023).

Committee Member, Subcommittee of Curricular Affairs Committee (conduct, prepare, & present a review of proposed Significant Revision to Linguistics Major, B.A. Degree Program). (September 20, 2022 - November 3, 2022).

Committee Member, Academic Reorganization Working Group. (September 2021 - May 2022).

Committee Member, Curricular Affairs Committee. (August 2021 - May 2022).

Committee Member, Subcommittee of Curricular Affairs Committee (lead a review of proposed Graduate Certificate & Micro-certificate in Education for Sustainability). (September 2, 2021 - October 7, 2021).

Committee Member, The Sustainability Curriculum Review Committee (SCRC), a subcommittee of the General Education Committee of the UVM Faculty Senate. (August 2020 - May 2021).

Committee Member, The Sustainability Curriculum Review Committee (SCRC). (October 2019 - May 2020).

UVM Senator representing the School of Business Administration, Faculty Senate. (July 1, 2014 - June 30, 2017).

Guest Speaker. (April 6, 2017).

Guest Speaker. (April 4, 2017).

Faculty Advisor, University of Vermont Men's Basketball Club. (September 2006 - May 2015).

Delivered pro bono workshop for a UVM Sorority. (March 26, 2015).

UVM Senator representing the School of Business Administration, Faculty Senate. (July 1, 2011 - June 30, 2014).

Committee Member, Envisioning Environment at UVM. (September 2012 - February 2013).

Committee Member, President's Commission for Racial Diversity. (October 2006 - May 2010).

Committee Member, Subcommittee (of President's Commission for Racial Diversity) on Faculty Recruitment and Retention. (October 2006 - May 2010).

Conducted Applicant Interviews for the Summer Research Internship, McNair Scholars Program. (April 1, 2010 - April 14, 2010).

Conducted applicant Interviews for the Summer Research Internship, McNair Scholars Program. (April 2008 - May 2008).

Panel member, Panel Member, "Preparing Youth for Global Citizenship". (November 1, 2007).

Committee Member, Search Committee for the Associate VP of Human Resources. (May 2005 - July 2005).

Committee Member, Diversity Curriculum Committee. (February 2005 - June 2005).

Professional Service

Editorial Review Board Member, Journal of Management. (July 1, 2023 - Present).

Editorial Review Board Member, Asian Management Research Journal, Lahore. (February 2017 - Present).

Committee Member, Member of HDR Defense Jury (Habilitation to Supervise Research (HDR) is the highest degree in France and recognizes the high scientific level of the candidate and their capacity to supervise researchers). (March 23, 2026).

Reviewer, Journal Article, Journal of Management. (January 3, 2026).

Reviewer of 3 conference submissions, Business and Society Research Seminar. (March 17, 2025 - March 22, 2025).

Reviewer, Journal Article, Journal of Management. (December 30, 2024).

Editor, Associate Editor, Journal of Organizational Behavior. (January 1, 2020 - May 31, 2024).

Reviewer, Journal Article, Journal of Management. (March 2, 2024).

Editor, Journal Editor, Journal of Organizational Behavior. (February 28, 2024).

Reviewer, Journal Article, Journal of Management. (December 6, 2023).

Editor, Journal Editor, Journal of Organizational Behavior. (October 5, 2023).

Editor, Journal Editor, Journal of Organizational Behavior. (October 3, 2023).

Reviewer, Journal Article, Journal of Management. (August 25, 2023).

Editor, Journal Editor, Journal of Organizational Behavior. (August 3, 2023).

Editorial Review Board Member, Journal of Management. (July 1, 2020 - June 30, 2023).

Editor, Journal Editor, Journal of Organizational Behavior. (April 22, 2023).

Editor, Journal Editor, Journal of Organizational Behavior. (March 17, 2023).

Editor, Journal Editor, Journal of Organizational Behavior. (February 27, 2023 - March 1, 2023).

Editor, Journal Editor, Journal of Organizational Behavior. (February 26, 2023).

Editor, Journal Editor, Journal of Organizational Behavior. (February 18, 2023).

Reviewer, Journal Article, Journal of Management. (November 13, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (November 12, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (November 7, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (November 7, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (October 22, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (October 5, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (September 19, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (September 16, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (September 13, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (September 7, 2022 - September 12, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (September 6, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (August 15, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (August 11, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (August 10, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (August 3, 2022).

Reviewer, Journal Article, Journal of Management. (August 2, 2022 - August 3, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (August 2, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (July 13, 2022 - July 15, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (July 9, 2022 - July 13, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (May 15, 2022 - May 16, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (May 13, 2022 - May 16, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (April 28, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (April 4, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (March 31, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (March 25, 2022 - March 26, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (March 21, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (March 4, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (March 2, 2022 - March 3, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (February 26, 2022 - March 2, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (February 23, 2022 - February 24, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (February 10, 2022 - February 14, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (January 29, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (January 15, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (January 11, 2022 - January 12, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (January 9, 2022 - January 10, 2022).

Editor, Journal Editor, Journal of Organizational Behavior. (December 28, 2021 - December 29, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (December 27, 2021).

Reviewer, Journal Article, Journal of Management. (December 22, 2021 - December 23, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (December 3, 2021 - December 4, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (November 16, 2021 - November 17, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (November 9, 2021 - November 10, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (October 12, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (October 10, 2021).

Reviewer, Journal Article, Journal of Management. (September 23, 2021 - September 24, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (September 13, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (September 10, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (August 29, 2021 - August 30, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (August 27, 2021 - August 29, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (August 10, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (August 10, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (July 26, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (July 1, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (June 26, 2021 - June 28, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (June 20, 2021 - June 23, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (June 12, 2021 - June 15, 2021).

Editor, Journal Editor, Journal of Organizational Behavior. (May 28, 2021).

Reviewer, Journal Article, Journal of Management. (May 5, 2021).

JOB Associate Editor (decision letter for manuscript #32), Journal of Organizational Behavior. (May 4, 2021).

JOB Associate Editor (decision letter for manuscript #31), Journal of Organizational Behavior. (May 1, 2021 - May 4, 2021).

JOB Associate Editor (decision letter for manuscript #30), Journal of Organizational Behavior. (April 15, 2021).

JOB Associate Editor (decision letter for manuscript #29), Journal of Organizational Behavior. (March 29, 2021 - March 30, 2021).

JOB Associate Editor (decision letter for manuscript #28), Journal of Organizational Behavior. (March 27, 2021 - March 29, 2021).

Reviewer, Journal Article, Journal of Management. (March 22, 2021 - March 23, 2021).

JOB Associate Editor (decision letter for manuscript #27), Journal of Organizational Behavior. (March 11, 2021 - March 12, 2021).

JOB Associate Editor (decision letter for manuscript #26), Journal of Organizational Behavior. (March 5, 2021).

JOB Associate Editor (decision letter for manuscript #25), Journal of Organizational Behavior. (February 23, 2021 - February 24, 2021).

JOB Associate Editor (decision letter for manuscript #24), Journal of Organizational Behavior. (February 22, 2021 - February 24, 2021).

JOB Associate Editor (decision letter for manuscript #23), Journal of Organizational Behavior. (February 19, 2021 - February 23, 2021).

JOB Associate Editor (decision letter for manuscript #22), Journal of Organizational Behavior. (January 20, 2021 - January 21, 2021).

JOB Associate Editor: Decision Letter for Assigned Manuscript #21, Journal of Organizational Behavior. (December 13, 2020 - December 14, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #20, Journal of Organizational Behavior. (November 26, 2020 - November 27, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #19, Journal of Organizational Behavior. (November 20, 2020 - November 22, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #18, Journal of Organizational Behavior. (November 8, 2020 - November 10, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #17, Journal of Organizational Behavior. (October 6, 2020 - October 8, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #16, Journal of Organizational Behavior. (September 26, 2020 - September 27, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #15, Journal of Organizational Behavior. (September 24, 2020 - September 25, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #14, Journal of Organizational Behavior. (September 21, 2020 - September 22, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #13, Journal of Organizational Behavior. (September 20, 2020 - September 21, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #12, Journal of Organizational Behavior. (September 16, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript #11, Journal of Organizational Behavior. (September 13, 2020 - September 14, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript (#10), Journal of Organizational Behavior. (August 7, 2020 - August 8, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript (#9), Journal of Organizational Behavior. (July 27, 2020 - July 28, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript (#8), Journal of Organizational Behavior. (July 10, 2020 - July 13, 2020).

Reviewer, Journal Article, Journal of Management. (June 27, 2020 - July 1, 2020).

Editorial Review Board Member, Journal of Management. (July 1, 2017 - June 30, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript (#7), Journal of Organizational Behavior. (June 22, 2020 - June 23, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript (#6), Journal of Organizational Behavior. (June 18, 2020 - June 22, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript (#5), Journal of Organizational Behavior. (June 17, 2020 - June 19, 2020).

JOB Associate Editor: Decision Letter for Assigned Manuscript (#4), Journal of Organizational Behavior. (June 15, 2020 - June 16, 2020).

Editor, Associate Editor, Journal of Organizational Behavior. (January 1, 2020 - May 31, 2020).

Associate Editor: Decision Letter for Assigned Manuscript (#3), Journal of Organizational Behavior. (May 24, 2020).

Reviewer, Journal Article, Journal of Management. (May 3, 2020).

Associate Editor: Decision Letter for Assigned Manuscript (#2), Journal of Organizational Behavior. (April 15, 2020).

Associate Editor: Decision Letter for Assigned Manuscript (#1), Journal of Organizational Behavior. (April 2, 2020).

JOB Associate Editor: Assigned Manuscript (#3), Journal of Organizational Behavior. (March 16, 2020 - March 17, 2020).

Reviewer, Journal Article, Journal of Management. (March 2, 2020).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 19, 2020 - February 20, 2020).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 17, 2020 - February 18, 2020).

Editorial Review Board Member, Journal of Managerial Psychology. (August 23, 2017 - January 11, 2020).

Editorial Review Board Member, Journal of Organizational Behavior. (January 1, 2015 - December 31, 2019).

Reviewer, Journal Article, Journal of Organizational Behavior. (December 17, 2019 - December 19, 2019).

Reviewer, Journal Article, Journal of Management. (November 25, 2019).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 12, 2019).

Reviewer, Journal Article, Journal of Management. (July 16, 2019).

Reviewer, Journal Article, Journal of Managerial Psychology. (June 30, 2019).

Reviewer, Journal Article, Journal of Organizational Behavior. (May 27, 2019).

Reviewer, Journal Article, Journal of Management. (May 13, 2019).

Reviewer, Journal Article, Journal of Organizational Behavior. (April 3, 2019).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 27, 2019 - February 28, 2019).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 2, 2019 - February 18, 2019).

Reviewer, Journal Article, Journal of Management. (January 27, 2019).

Reviewer, Journal Article, Journal of Managerial Psychology. (January 25, 2019).

Reviewer, Journal Article, Journal of Organizational Behavior. (January 2, 2019).

Reviewer, Ad Hoc Reviewer, Organizational Psychology Review. (November 3, 2018).

Reviewer, Journal Article, Journal of Managerial Psychology. (October 22, 2018).

Reviewer, Journal Article, Journal of Management. (September 7, 2018).

Reviewer, Journal Article, Journal of Organizational Behavior. (August 28, 2018).

Reviewer, Journal Article, Journal of Organizational Behavior. (July 22, 2018).

Reviewer, Journal Article, Journal of Management. (July 6, 2018).

Reviewer, Ad Hoc Reviewer, Journal of Business Ethics. (July 4, 2018).

Reviewer, Journal Article, Journal of Management. (May 29, 2018).

Reviewer, Journal Article, Journal of Management. (March 27, 2018).

Reviewer, Ad Hoc Reviewer, Journal of Business Ethics. (March 5, 2018).

Reviewer, Journal Article, Journal of Organizational Behavior. (February 10, 2018).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (January 24, 2018 - January 27, 2018).

Reviewer, Ad Hoc Reviewer, Journal of Business Ethics. (December 2, 2017).

External Referee of Tenure Case at Babson College, External Referee of Tenure Case at Babson College. (November 2017).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 17, 2017).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (October 19, 2017 - October 23, 2017).

Reviewer, Journal Article, Journal of Managerial Psychology. (October 21, 2017).

Track Organizer, Corporate Responsibility Research Conference, Seville. (March 2017 - September 15, 2017).

Reviewer, Journal Article, Journal of Organizational Behavior. (September 9, 2017).

Reviewer, Journal Article, Journal of Organizational Behavior. (August 13, 2017).

Editorial Review Board Member, Journal of Management. (July 1, 2014 - June 30, 2017).

Reviewer, Journal Article, Journal of Organizational Behavior. (June 22, 2017).

Reviewer, Ad Hoc Reviewer, Academy of Management Review. (May 23, 2017).

Reviewer, Journal Article, Journal of Organizational Behavior. (April 16, 2017).

Reviewer, Journal Article, Journal of Organizational Behavior. (March 7, 2017).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 10, 2017 - February 17, 2017).

Reviewer, Ad Hoc Reviewer, International Journal of Human Resource Management. (January 26, 2017).

Editor, Special Issue, Journal of Business Ethics. (September 2015 - December 2016).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 19, 2016).

Reviewer, Ad Hoc Reviewer, Academy of Management Review. (August 24, 2016).

Reviewer, Journal Article, Journal of Management. (August 21, 2016).

Reviewer, Journal Article, Journal of Organizational Behavior. (July 7, 2016).

Reviewer, Journal Article, Journal of Organizational Behavior. (May 12, 2016).

Reviewer, Ad Hoc Reviewer, European Management Review. (April 19, 2016).

Reviewer, Journal Article, Journal of Management. (March 14, 2016).

Reviewer, Journal Article, Journal of Organizational Behavior. (March 14, 2016).

Reviewer, Journal Article, Journal of Management. (March 13, 2016).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 12, 2016 - February 17, 2016).

Editor, Special Issue, Frontiers in Psychology, Organizational Psychology Specialty Section. (June 2015 - December 2015).

Reviewer, Journal Article, Journal of Organizational Behavior. (December 1, 2015).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (October 29, 2015 - November 1, 2015).

Reviewer, Journal Article, Journal of Organizational Behavior. (October 22, 2015).

Editorial Review Board Member, Journal of Management. (September 2015).

Track Organizer, Corporate Responsibility Research Conference, Marseille. (December 2014 - September 18, 2015).

Workshop Organizer, Corporate Responsibility Research Conference, Marseille. (December 2014 - September 18, 2015).

Editorial Review Board Member, Journal of Management. (July 15, 2015).

Reviewer, Journal Article, Journal of Organizational Behavior. (July 10, 2015).

Reviewer, Ad Hoc Reviewer, Academy of Management Review. (July 3, 2015).

Reviewer, Journal Article, Journal of Organizational Behavior. (June 22, 2015).

Reviewer, Journal Article, Journal of Organizational Behavior. (April 27, 2015).

Reviewer, Journal Article, Journal of Organizational Behavior. (April 20, 2015).

Reviewer, Ad Hoc Reviewer, Journal of Business Ethics. (March 28, 2015).

Reviewer, Journal Article, Journal of Management. (March 22, 2015).

Reviewer, Ad Hoc Reviewer, Personnel Psychology. (March 1, 2015).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 12, 2015 - February 18, 2015).

Reviewer, Journal Article, Journal of Organizational Behavior. (January 21, 2015).

Editorial Review Board Member, Journal of Organizational Behavior. (March 1, 2011 - December 31, 2014).

Reviewer, Journal Article, Journal of Management. (December 15, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 16, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 12, 2014).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (October 19, 2014 - October 23, 2014).

Reviewer, Journal Article, Journal of Management. (September 27, 2014).

Reviewer, Journal Article, Journal of Management. (September 23, 2014).

Reviewer, Journal Article, Journal of Management. (September 6, 2014).

Reviewer, Ad Hoc Reviewer, Human Relations. (August 17, 2014).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (August 10, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (July 29, 2014).

Editorial Review Board Member, Journal of Management. (November 2013 - June 30, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (June 10, 2014).

Reviewer, Ad Hoc Reviewer, Organizational Psychology Review. (May 17, 2014).

Reviewer, Ad Hoc Reviewer, Organizational Psychology Review. (May 13, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (May 12, 2014).

Editorial Review Board Member, Journal of Management. (April 26, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (April 2, 2014).

Editorial Review Board Member, Journal of Management. (March 3, 2014).

Reviewer, Ad Hoc Reviewer, Human Relations. (February 28, 2014).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 16, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (January 29, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (January 20, 2014).

Reviewer, Journal Article, Journal of Organizational Behavior. (January 11, 2014).

Editorial Review Board Member, Journal of Management. (December 19, 2013).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 23, 2013).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (October 29, 2013).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (October 12, 2013 - October 17, 2013).

Reviewer, Journal Article, Journal of Organizational Behavior. (August 26, 2013).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (August 1, 2013).

Reviewer, Ad Hoc Reviewer, Journal of Management Studies. (July 3, 2013).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (June 20, 2013).

Reviewer, Journal Article, Journal of Organizational Behavior. (June 19, 2013).

Reviewer, Ad Hoc Reviewer, Organizational Behavior and Human Decision Processes. (April 22, 2013).

Reviewer, Ad Hoc Reviewer, Journal of Organizational & Occupational Psychology. (April 12, 2013).

Reviewer, Ad Hoc Reviewer, Human Performance. (March 24, 2013).

Reviewer, Ad Hoc Reviewer, Journal of Management. (March 8, 2013).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (February 13, 2013).

Reviewer, Ad Hoc Reviewer, Journal of Organizational & Occupational Psychology. (February 12, 2013).

Reviewer, Journal Article, Journal of Organizational Behavior. (January 29, 2013).

Reviewer, Ad Hoc Reviewer, Journal of Management Studies. (January 6, 2013).

Reviewer, Ad Hoc Reviewer, Journal of Management. (December 26, 2012).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 30, 2012).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (October 25, 2012 - November 6, 2012).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (October 12, 2012 - November 1, 2012).

Reviewer, Ad Hoc Reviewer, Journal of Management. (October 6, 2012).

Reviewer, Ad Hoc Reviewer, Journal of Organizational & Occupational Psychology. (September 29, 2012).

Reviewer, Journal Article, Journal of Organizational Behavior. (September 18, 2012).

Reviewer, Ad Hoc Reviewer, Organizational Behavior and Human Decision Processes. (September 11, 2012).

Reviewer, Ad Hoc Reviewer, Journal of Management Studies. (July 3, 2012).

Reviewer, Journal Article, Journal of Organizational Behavior. (June 10, 2012).

Editorial Review Board Member, Journal of Organizational Behavior. (September 2011 - May 2012).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (April 25, 2012 - April 26, 2012).

Reviewer, Journal Article, Journal of Organizational Behavior. (March 21, 2012 - March 22, 2012).

Reviewer, Ad Hoc Reviewer, Journal of Organizational & Occupational Psychology. (March 11, 2012).

Reviewer, Ad Hoc Reviewer, Journal of Health Psychology. (January 23, 2012).

Reviewer, Ad Hoc Reviewer, Personnel Psychology. (January 22, 2012).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (January 18, 2012 - January 22, 2012).

Reviewer, Ad Hoc Reviewer, Journal of Management Studies. (December 12, 2011).

Reviewer, Ad Hoc Reviewer, Journal of Management. (November 21, 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 21, 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 6, 2011 - November 8, 2011).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (October 15, 2011 - November 8, 2011).

Reviewer, Ad Hoc Reviewer, Journal of Management. (September 27, 2011 - September 29, 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (August 25, 2011 - September 1, 2011).

Board of Advisors of a Company, Center for Corporate Citizenship, Boston College Carroll School of Management, Boston, Massachusetts. (March 2010 - August 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (July 27, 2011 - July 29, 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (June 27, 2011 - June 29, 2011).

Editorial Review Board Member, Journal of Organizational Behavior. (September 2010 - May 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (May 1, 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (March 20, 2011).

Reviewer, Ad Hoc Reviewer, Group and Organization Management. (March 13, 2011 - March 14, 2011).

Editorial Review Board Member, Journal of Organizational Behavior. (January 1, 2007 - February 28, 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (February 9, 2011 - February 10, 2011).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (January 21, 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (January 15, 2011 - January 21, 2011).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (January 1, 2011 - January 3, 2011).

Reviewer, Journal Article, Journal of Organizational Behavior. (December 5, 2010 - December 8, 2010).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (November 20, 2010 - November 24, 2010).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (October 28, 2010 - November 3, 2010).

Reviewer, Journal Article, Journal of Organizational Behavior. (October 12, 2010 - October 14, 2010).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (September 26, 2010 - September 28, 2010).

Reviewer, Ad Hoc Reviewer, European Journal of Work and Organizational Psychology. (September 6, 2010 - September 9, 2010).

Reviewer, Journal Article, Journal of Organizational Behavior. (July 26, 2010 - July 28, 2010).

Reviewer, Ad Hoc Reviewer, Journal of Business Ethics. (June 20, 2010 - June 23, 2010).

Editorial Review Board Member, Journal of Organizational Behavior. (September 2009 - May 2010).

Reviewer, Journal Article, Journal of Organizational Behavior. (May 20, 2010 - May 23, 2010).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (March 28, 2010 - April 2, 2010).

Reviewer, Journal Article, Journal of Organizational Behavior. (February 27, 2010 - February 28, 2010).

Reviewer, Journal Article, Journal of Organizational Behavior. (February 14, 2010).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (January 15, 2010 - February 12, 2010).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (January 4, 2010 - January 9, 2010).

Reviewer, Journal Article, Journal of Organizational Behavior. (December 4, 2009 - December 7, 2009).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (September 2009 - October 2009).

Reviewer, Journal Article, Journal of Organizational Behavior. (October 10, 2009).

Reviewer, Journal Article, Journal of Organizational Behavior. (September 15, 2009 - September 18, 2009).

Reviewer, Journal Article, Journal of Organizational Behavior. (July 10, 2009 - July 14, 2009).

Reviewer, Ad Hoc Reviewer, Business and Society. (July 3, 2009 - July 7, 2009).

Editorial Review Board Member, Journal of Organizational Behavior. (January 25, 2007 - May 2009).

Reviewer, Journal Article, Journal of Organizational Behavior. (May 15, 2009 - May 19, 2009).

Reviewer, Journal Article, Journal of Organizational Behavior. (March 18, 2009 - March 21, 2009).

Reviewer, Journal Article, Journal of Organizational Behavior. (January 25, 2009 - January 31, 2009).

Reviewer, Journal Article, Journal of Organizational Behavior. (November 29, 2008 - December 1, 2008).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (September 2008 - October 2008).

Reviewer, Journal Article, Journal of Organizational Behavior. (September 1, 2008 - September 7, 2008).

Reviewer, Journal Article, Journal of Organizational Behavior. (June 25, 2008 - June 26, 2008).

Reviewer, Ad Hoc Reviewer, Journal of Applied Social Psychology. (May 19, 2008 - May 20, 2008).

Reviewer, Ad Hoc Reviewer, Journal of Management. (April 17, 2008 - April 20, 2008).

Reviewer, Journal Article, Journal of Organizational Behavior. (March 31, 2008).

Reviewer, Ad Hoc Reviewer, Journal of Applied Social Psychology. (February 2008 - March 2008).

Reviewer, Ad Hoc Reviewer, Journal of Management. (November 2005 - March 2008).

Reviewer, Ad Hoc Reviewer, Journal of Organizational Behavior. (February 1, 2007 - January 31, 2008).

Reviewer, Ad Hoc Reviewer, Annual Meeting of the Academy of Management. (January 2005 - January 2008).

Reviewer, Ad Hoc Reviewer, Society for Industrial and Organizational Psychology. (October 2004 - October 2007).

Reviewer, Ad Hoc Reviewer, International Journal of Conflict Management. (August 16, 2007 - September 10, 2007).

Editorial Review Board Member, Organizational Behavior and Human Decision Processes. (July 1, 2005 - June 30, 2007).

Reviewer, Ad Hoc Reviewer, Organizational Behavior and Human Decision Processes. (July 1, 2005 - June 30, 2007).

Reviewer, Ad Hoc Reviewer, Journal of Business Ethics. (September 16, 2005 - October 14, 2005).

Session Chair, 65th annual meeting of the Academy of Management. (August 2005).

Reviewer, Ad Hoc Reviewer, Journal of Business Research. (May 3, 2005 - May 24, 2005).

Reviewer, Ad Hoc Reviewer, Canadian Journal of Behavioural Science. (June 24, 2003 - July 21, 2003).

Chairperson, 63rd annual meeting of the Canadian Psychological Association. (May 2002).

Public Service

Animal Care Volunteer, Humane Society of Chittenden County, Burlington, Vermont. (October 2011 - 2014).

Chairperson, New Sudan Education Initiative (www.nesei.org). (February 2008 - October 2008).

New Sudan Education Initiative (www.nesei.org). (November 2006 - October 2008).

Volunteer, 100-on-100 (www.100on100.org). (August 18, 2007).

Awards and Honors

Service, Professional

2020 Best Reviewer Award, Organizations and the Natural Environment (ONE) Division, Academy of Management. (August 10, 2020).

2018 Best Reviewer Award, Organizations and the Natural Environment (ONE) Division, Academy of Management. (August 13, 2018).

2015 Best Reviewer Award, Organizational Behavior Division, Academy of Management. (June 2, 2015).

Best Reviewer Award, Editorial Board, Journal of Organizational Behavior, Journal of Organizational Behavior. (August 2012).

Certificate of Excellence for Outstanding Performance, Excellent Reviewer, Editorial Board, Journal of Organizational Behavior, Journal of Organizational Behavior. (August 2011).

Certificate of Excellence for Outstanding Performance, Excellent Reviewer, Editorial Board, Journal of Organizational Behavior, Journal of Organizational Behavior. (August 2010).

2010 Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management. (June 4, 2010).