

Lillian Turner de Tormes Eby

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EDUCATION

Doctor of Philosophy (August 1996)

Department of Management
The University of Tennessee, Knoxville, Tennessee
Major: Industrial/Organizational Psychology

Master of Arts (June 1992)

Department of Psychology
The University of North Carolina at Charlotte, Charlotte, North Carolina
Major: Industrial/Organizational Psychology

Bachelor of Arts (June 1986)

Department of Psychology
Western Michigan University, Kalamazoo, Michigan
Majors: Psychology, Sociology

ACADEMIC EXPERIENCE

University of Georgia (1996-present)

Department of Psychology
Assistant Professor (1996), Associate Professor (2002), Professor (2007)

University of Tennessee (1998-2000)

Department of Management
Professional Master of Business Administration Program
Part-time Visiting Faculty Member

ACADEMIC HONORS

Fellow, *American Psychological Association* (2008)
Fellow, *Society for Industrial and Organizational Psychology* (2008)
Fellow, *Institute for Behavioral Research*, University of Georgia (2006)
Fellow, *Center for Gambling Research*, University of Georgia (2012)

ACADEMIC AWARDS & RECOGNITION

William A. Owens Creative Research Award, Office of the Vice President for Research, University of Georgia (2013)

The I-O Excellence in Teaching Award, Industrial-Organizational Psychology Graduate Program, University of Georgia (2012)

American Psychological Association's 7th annual Science Leadership Conference (SciLC), sponsored by the APA Science Directorate and Board of Scientific Affairs (October, 2011) (invited attendee)

Richard L. Marsh Outstanding Faculty Mentoring Award, Department of Psychology, University of Georgia (2011)

International Travel Award, University of Georgia Research Foundation, Office of the Vice President for Research, University of Georgia (2011)

Creative Research Medal, Office of the Vice President for Research, University of Georgia (2010)

International Travel Award, University of Georgia Research Foundation, Office of the Vice President for Research, University of Georgia (2009)

Mentoring Legacy Award, Academy of Management (2008)

American Society for Training and Development Research Article Award (2007)

Best Paper Published in the 2005 volume of Group and Organization Management, Group and Organization Management

Graduate Teaching Award for Teaching Excellence, Department of Psychology, University of Georgia (2005-2006)

Finalist, *Outstanding Mentoring Award*, The Graduate School, University of Georgia (2006 & 2008)

Michael J. Driver Award for Best Careers Paper in the Regions, Academy of Management (2005)

Best Paper (Human Resources Track), Southern Management Association (2005)

Best Applied Paper Award (Careers Division), Academy of Management (2004)

Best Reviewer Award, Careers Division, Academy of Management (2004)

Nominated for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*, Center for Families, Purdue University (2003)

Mentoring fellow, Institute for Behavioral Research, The University of Georgia (2003-2006)

Award for Significantly Contributing to the Career Development of UGA Students, The Career Center, University of Georgia (2002)

Carson Hall Best Regional Paper Award, Southern Management Association (2002)

Nominated for *Society for the Teaching of Psychology Teaching Award*, Division 2 of the American Psychological Association (2001)

Nominated for *Sandy Beaver Teaching Award*, College of Arts and Sciences, University of Georgia (2001)

Best Reviewer Award, Careers Division, Academy of Management (2000)

Graduate Teaching Award for Teaching Excellence, Department of Psychology, University of Georgia (1999-2000)

Nominated for *Outstanding Faculty Academic Advising Award*, College of Arts & Sciences, University of Georgia (2000)

Nominated for *Sandy Beaver Teaching Award*, College of Arts and Sciences, University of Georgia (2000)

Graduate Teaching Award for Teaching Excellence, Department of Psychology, University of Georgia (1998-1999)

Nominated for *Outstanding Faculty Academic Advising Award*, College of Arts & Sciences, University of Georgia (1999)

Competitive Course Release (teaching replacement unit), College of Arts & Sciences, University of Georgia (1998-1999)

Division F Post-Graduate Research Award, Georgia Psychological Association (1998)

Finalist, *Best Dissertation Award*, American Society for Training & Development (1998)

Outstanding Paper, Human Resources Track, Southern Management Association (1997)

RESEARCH EXPERIENCE

Grants and Contracts (Under Review)

Source: National Science Foundation (NSF)
Title: Examining the mentoring of undergraduates engaged in scientific research:
An empirical study of undergraduate-postgraduate-faculty triads
PI: Erin Dolan, PI (Lillian T. Eby, Primary Mentor)
Status: Under 3rd review (2nd review score "highly competitive")

Grants and Contracts (Funded)

Source: Sunshine Education and Research Center at USF (funded by NIOSH)
Title: The effects of client trauma on substance abuse counselors and their families
PI: *Katie Kinkade (Principal Investigator), Lillian T. Eby (Principal Investigator)
Amount: \$7,450 (direct costs only)
Status: 2011-2013

Source: National Institute on Drug Abuse (NIDA)
Title: Barriers to effective implementation of smoking cessation programs for low income populations in addiction treatment (R01 DA028188)
PI: Lillian T. Eby & Jessica L. Muilenburg (Multiple Principal Investigators)
Amount: \$3,332,078 (direct & indirect costs)
Status: 2010-2015

Source: National Institute on Drug Abuse (NIDA)
Title: Understanding the adoption and implementation of tobacco-free regulation in substance abuse treatment centers (R01 DA026291)
PI: Lillian T. Eby
Amount: \$1,226,095 (direct & indirect costs)
Status: 2009-2013

Source: National Institute on Drug Abuse (NIDA)
Title: Workplace effects of the impending tobacco-free regulation in New York
(administrative supplement to R01 DA019460)
PI: Lillian T. Eby
Amount: \$221,250 (direct & indirect costs)
Status: 2009-2011

Source: National Institute on Drug Abuse (NIDA)
Title: Clinical supervision and turnover in substance abuse tx (R01 DA019460)
PI: Lillian T. Eby
Amount: \$2,558,903 (direct & indirect costs)
Status: 2006-2011

Source: U.S. Army Research Office Scientific Services Program
Title: Negative mentoring experiences among navy personnel
PI: Lillian T. Eby
Amount: \$12,650 (direct cost only)
Status: 2002-2003

Source: University of Georgia Research Foundation
Title: The relationship between employee gender, marital type, and parental status on
cognitive prototypes of the "ideal mobile employee."
PI: Lillian T. Eby
Amount: \$2,400 (direct costs only)
Status: 1999-2001

Source: Department of Education, Fund for the Improvement of Post-Secondary Education
Title: *Evaluation of the Center for Undergraduate Research Opportunities at the University of
Georgia*
PI: Lillian T. Eby & Kecia M. Thomas (Co-Principal Investigators)
Amount: \$12,000 (direct costs only)
Status: 1997-2000

Source: Right Management Associates
Title: Relocation Issues Study
PI: Lillian T. Eby
Amount: \$10,000 (direct costs only)
Status: 1994-1995

Grants and Contracts (Not Funded)

Source: National Institute on Drug Abuse (NIDA)
Title: The effect of quality supervision on patient alliance, tx engagement, & outcomes
PI: Lillian T. Eby (Principal Investigator)
Status: Not funded (submitted 2012)

Source: National Institute on Drug Abuse (NIDA)
Title: Academic detailing to enhance tobacco control in substance use treatment centers
PI: Steven L. Bernstein & Julia Arnsten (Lillian T. Eby, consultant)
Status: Not funded (submitted 2010)

Source: National Cancer Institute (NCI)
Title: Smoking cessation interventions and program availability for drug and alcohol addicted low income populations in substance abuse treatment
PI: Lillian T. Eby & Jessica L. Muilenburg (Dual Principal Investigators)
Amount: \$3,513,307
Status: Not funded (submitted 2009)

Source: National Institute on Drug Abuse
Title: Effects of tobacco-free regulation on workplace attitudes and behaviors
PI: Lillian T. Eby
Amount: \$737,500
Status: Not funded (submitted 2008)

Source: National Science Foundation
Title: Collaborative research: Relationship between mentoring and organizational effectiveness
PI: Lillian T. Eby & Tamm Allen (Co-Principal Investigators)
Amount: \$26,359
Status: Not funded (submitted 2003)

Books and Other Editorial Work

1. Allen, T. D. & Eby, L. T. (in preparation). The Oxford handbook of work and family. Oxford University Press. [invited]
2. Eby, L. T., & Allen, T. D. (in preparation). The Oxford handbook of mentoring. Oxford University Press. [invited]
3. Eby, L. T. & Allen, T. D. (2012). Personal relationships: The effect on employee attitudes, behavior, and well-being. SIOP Frontiers Series, Taylor-Francis/Routledge Press.
4. Eby, L. T. & Allen, T. D. (Guest editors, April 2008). Bridging disciplinary divides in mentoring research. Special issue of the Journal of Vocational Behavior.
5. Allen, T. D. & Eby, L. T. (2007). Blackwell handbook of mentoring: A multiple perspectives approach. Oxford: Blackwell Publishing.

Journal Publications (*denotes student co-author)

1. Eby, L. T. & Laschober, T. C. (in press). Perceived implementation of the Office of Alcoholism and Substance Abuse Services (OASAS) tobacco-free regulation in NY State and clinical practice behaviors to support tobacco cessation: A repeated cross-sectional study. Journal of Substance Abuse Treatment.
2. Butts, M. M., Hurst, C. M., & Eby, L. T. (in press). Supervisor health and safety support: Scale development and validation. Journal of Applied Management and Entrepreneurship
3. Knudsen, H. K., Muilenburg, J. L., & Eby, L. T. (in press). Sustainability of smoking cessation programs in SUD treatment organizations. Nicotine and Tobacco Research.
4. Rothrauff-Laschober, T. C., Eby, L. T., & *Sauer, J. (in press). Effective clinical supervision in substance use disorder treatment programs and counselor job performance. Journal of Mental Health Counseling.
5. Griggs, T. L., Casper, W. J., & Eby, L. T. (2013). Work, family, and community support as predictors of work-family conflict: A study of low-income workers. Journal of Vocational Behavior (advance on-line)
6. Laschober, T. C., Eby, L. T., & *Kinkade, K. (2013). Mentoring support from clinical supervisors: Mentor motives and associations with counselor work-to-nonwork conflict. Journal of Substance Abuse Treatment, *44*, 186-192.
7. Rothrauff-Laschober, T. C., Eby, L. T., & *Sauer, J. (2012). Clinical supervision and counselor perceptions of clinical supervision in addiction treatment. Journal of Addictive Diseases, *31*, 382-388.
8. Eby, L. T., *George, K., & *Brown, B. L. (2012). Going Tobacco-Free: Predictors of Clinician Reactions and Outcomes of the NY State OASAS Tobacco-Free Regulation. Journal of Substance Abuse Treatment (advance on-line)
9. Eby, L. T., Allen, T. D., Hoffman, B. J., *Baranik, L. E., *Sauer, J. B., *Baldwin, S., *Morrison, M. A., *Kinkade, K. M., *Maher, C. P., *Curtis, S., & *Evans, S. C. (2012). An interdisciplinary meta-analysis of the potential antecedents, correlates, and consequences of protégé perceptions of mentoring. Psychological Bulletin (advance on-line)
10. Laschober, T. C., & Eby, L. T. (2012). Substance use disorder counselors' job performance and turnover after 1 year: Linear or curvilinear effects? Administration and Policy in Mental Health & Mental Health Services Research (advance on-line)
11. Eby, L. T., *Sparks, T., *Evans, L., & Selzer, J. (2012). A qualitative examination of the positive and negative consequences associated with going tobacco-free in substance abuse treatment: The NY State experience. Nicotine & Tobacco Research, *14*, 1407-1417.
12. Eby, L. T., & Rothrauff-Laschober, T. C. (2012). The relationship between perceptions of organizational functioning and voluntary turnover: A four-wave longitudinal study. Journal of Substance Abuse Treatment, *42*, 151-158.
13. Johnson, C. D., & Eby, L. T. (2011). Evaluating career success of African American males: It's what you know and why you are that matters. Journal of Vocational Behavior, *79*, 699-709.
14. Rothrauff, T. C., & Eby, L. T. (2011). Substance abuse counselors' implementation of tobacco cessation guidelines. Journal of Psychoactive Drugs, *43*, 6-13.

15. Rothrauff, T. C., & Eby, L. T. (2010). Counselors' knowledge of the adoption of tobacco cessation medications in substance abuse treatment programs. The American Journal on Addictions, *20*, 56-62.
16. Hurst, C. M., & Eby, L. T. (2010). Plateaus and appraisal: Characteristics and experiences of plateaued employees. Journal of Knowledge and Human Resource Management, *2*, 10-19.
17. *Burk, H. G. & Eby, L. T. (2010). What keeps people in mentoring relationships when bad things happen? A field study from the protégé's perspective. Journal of Vocational Behavior, *77*, 437-446.
18. Eby, L. T., *Burk, H., & *Maher, C. P. (2010). How serious of a problem is staff turnover in substance abuse treatment? A longitudinal study of actual turnover. Journal of Substance Abuse Treatment, *39*, 264-271.
19. *Curtis, S., & Eby, L. T. (2010). Recovery at work: The relationship between social identity and commitment among substance abuse counselors. Journal of Substance Abuse Treatment, *39*, 248-254.
20. Eby, L. T., *Butts, M. M., *Durley, J., & Ragins, B. R. (2010). Are bad experiences stronger than good ones in mentoring relationships? Evidence from the mentor and protégé perspective. Journal of Vocational Behavior, *77*, 81-92.
21. *Baranik, L. E., *Roling, E. A., & Eby, L. T. (2010). Why does mentoring work? The role of perceived organizational support. Journal of Vocational Behavior, *76*, 366-373.
22. *Yanchus, N., Eby, L. T., Lance, C. E., & *Drollinger, S. A. (2010). The impact of emotional labor on work-family outcomes. Journal of Vocational Behavior, *76*, 105-117.
23. Allen, T. D., Smith, M. A., O'Shea, P. G., Mael, F. A., & Eby, L. T. (2009). Organization-level mentoring and organizational performance within substance abuse centers. Journal of Management, *35*, 1113-1128.
24. Allen, T. D., Eby, L. T., *O'Brien, K. E., & *Lentz, E. (2008). The state of mentoring research: A qualitative review of current research methods and future research implications. Journal of Vocational Behavior, *73*, 343-357.
25. Allen, T. D., & Eby, L. T. (2008). Mentor commitment in formal mentoring relationships. Journal of Vocational Behavior, *72*, 309-316.
26. Eby, L. T., & Allen, T. D. (2008). Moving toward interdisciplinary dialogue in mentoring scholarship: An introduction to the Special Issue. Journal of Vocational Behavior, *72*, 159-167.
27. Eby, L. T., Allen, T. D., *Evans, S. C., *Ng, T., & DuBois, D. L. (2008). Does mentoring matter? A multidisciplinary meta-analysis comparing mentored and non-mentored individuals. Journal of Vocational Behavior, *72*, 254-267.
28. Eby, L. T., *Durley, J., *Evans, S. C., & Ragins, B. R. (2008). Mentors' perceptions of negative mentoring experiences: Scale development and nomological validation. Journal of Applied Psychology, *93*, 358-373.
29. *Ng, T., *Sorensen, K., Eby, L. T., & Feldman, D. C. (2007). Determinants of job mobility: A theoretical integration and extension. Journal of Occupational and Organizational Psychology, *27*, 17-40.
30. *McCleese, C. S., Eby, L. T., *Scharlau, E. A., & *Hoffman, B. H. (2007). Hierarchical, job

- content, and double plateaus: A mixed-method study of stress, depression, and coping responses. Journal of Vocational Behavior, *71*, 282-299.
31. Casper, W., Eby, L. T., *Bordeaux, C., *Lockwood, A., & *Burnett, D. (2007) A review of methods in IO/OB work-family research. Journal of Applied Psychology, *92*, 28-43.
 32. *Meade, A. W., & Eby, L. T. (2007). Using indices of group agreement in multilevel construct validation. Organizational Research Methods, *10*, 75-96. [Nominated for Best Published Paper for 2007 by Organizational Research Methods]
 33. *Ng, T., *Sorensen, K., & Eby, L. T. (2006). Locus of control at work: A meta-analysis. Journal of Organizational Behavior, *27*, 1057-1987.
 34. Eby, L. T., *Durley, J., *Evans, S. C., & Ragins, B. R. (2006). The relationship between short-term mentoring benefits and long-term mentor outcomes. Journal of Vocational Behavior, *69*, 424-444.
 35. *McCleese, C., & Eby, L. T. (2006). Reactions to job content plateauing: Examining role ambiguity and hierarchical plateaus as moderators. The Career Development Quarterly, *55*, 64-76.
 36. Allen, T. D., Eby, L. T., & *Lentz, E. (2006a). Mentorship behaviors and mentorship quality associated with formal mentoring programs: Closing the gap between research and practice. Journal of Applied Psychology, *91*, 567-578. [Awarded the 2007 American Society for Training and Development Research Award]
 37. Allen T. D., Eby, L. T., & *Lentz, E. (2006b). The relationship between formal mentoring program characteristics and perceived program effectiveness. Personnel Psychology, *59*, 125-153.
 38. *Lambert, T. A., Eby, L. T., & *Reeves, M. P. (2006). Predictors of networking intensity and network quality among white-collar job seekers. Journal of Career Development, *32*, 351-356.
 39. Eby, L. T., *Lockwood, A., & *Butts, M. (2006). Perceived organizational support for mentoring: A multiple perspectives approach. Journal of Vocational Behavior *68*, 267-291.
 40. Eby, L. T. & *Lockwood, A. (2005). Protégés' and mentors' reactions to participating in formal mentoring programs: A qualitative investigation. Journal of Vocational Behavior, *67*, 441-458.
 41. Eby, L. T., Allen, T. D., & *Brinley, A. (2005). A cross-level investigation of the relationship between career management practices and career-related attitudes. Group and Organization Management, *30*, 565-596. [Awarded Best Paper Published in 2005 by Group and Organization Management]
 42. *Ng, T., Eby, L. T., *Sorensen, K., & Feldman, D. (2005). Predictors of objective and subjective career success: A meta-analysis. Personnel Psychology, *58*, 367-408.
 43. Eby, L. T., Casper, W., *Lockwood, A., *Bordeaux, C., & *Brinley, A. (2005). Work and family research in IO/OB: Content analysis and review of the literature (1980-2002). Journal of Vocational Behavior, Monograph, *66*, 124-197.
 44. *Noble, C. L., Eby, L. T., *Lockwood, A., & Allen, T. D. (2004). Attitudes toward working single parents: The development of a measure. Educational and Psychological Measurement, *64*, 1030-1052.
 45. Eby, L. T., Allen, T. D., *Noble, C. L., & *Lockwood, A. (2004). Perceptions of singles and

- single parents: A laboratory experiment. Journal of Applied Social Psychology, *34*, 1329-1352.
46. Eby, L. T., *Butts, M., *Lockwood, A., & *Simon, S. A. (2004). Protégés' negative mentoring experiences: Construct development and nomological validation. Personnel Psychology, *57*, 411-447.
 47. Eby, L. T. & McManus, S. E. (2004). The protégé's role in negative mentoring experiences. Journal of Vocational Behavior, *65*, 255-275.
 48. Allen, T. D., Eby, L. T., Poteet, M., *Lima, L., & *Lentz, E. (2004). Career benefits associated with mentoring for protégés: A meta-analysis. Journal of Applied Psychology, *89*, 127-136.
 49. Allen, T. D., & Eby, L. T. (2004). Factors related to mentor reports of mentoring functions provided: Gender and relational characteristics. Sex Roles, *50*, 129-139.
 50. Eby, L. T., *Cader, J., & *Noble, C. L. (2003). Why do high self-monitors emerge as leaders in small groups? A comparative analysis of the behaviors of high and low self-monitors. Journal of Applied Social Psychology, *33*, 1457-1479.
 51. *Simon, S. A., & Eby, L. T. (2003). A multidimensional scaling study of negative mentoring experiences. Human Relations, *56*, 1083-1106.
 52. Eby, L. T., Butts, M., & *Lockwood, A. (2003). Predictors of success in the era of the boundaryless career. Journal of Organizational Behavior, *24*, 689-708.
 53. Allen, T. D., & Eby, L. T. (2003). Relationship effectiveness for mentors: Factors associated with learning and quality. Journal of Management, *29*, 465-486.
 54. Allen, T. D., Eby, L. T., *Douthitt, S. S., & *Noble, C. L. (2002). Applicant gender and family structure: Effects on perceived relocation commitment and spouse resistance. Sex Roles, *47*, 543-552.
 55. Eby, L. T., & Allen, T. D. (2002). Further investigation of protégés negative mentoring experiences: Patterns and outcomes. Group and Organization Management, *27*, 456-479.
 56. Eby, L. T., *Douthitt, S. S., *Noble, C. L., Atchley, K. P., & Ladd, T. (2002). Managerial support for dual-career relocation dilemmas. Journal of Vocational Behavior, *60*, 354-373.
 57. Eby, L. T. (2001). The boundaryless career experiences of mobile spouses in dual-earner marriages. Group and Organization Management: Special Issue on Careers in the 21st Century, *26*, 343-368.
 58. Eby, L. T., & DeMatteo, J. S. (2000). When the type of move matters: Examining employee outcomes under various relocation situations. Journal of Organizational Behavior, *21*, 677-687.
 59. Eby, L. T., *McManus, S. E., *Simon, S. A., & Russell, J. E. A. (2000). The protégé's perspective regarding negative mentoring experiences: The development of a taxonomy. Journal of Vocational Behavior, *57*, 1-21.
 60. Eby, L. T., & Russell, J. E. A. (2000). Predictors of employee willingness to relocate for the firm. Journal of Vocational Behavior, *57*, 42-61.
 61. Eby, L. T., Adams, D. M., Russell, J. E. A., & *Gaby, S. G. (2000). Perceptions of organizational readiness for change: Factors related to employees' reactions to the implementation of team-based selling. Human Relations, *53*, 419-442.
 62. Eby, L. T., Freeman, D. M., & Rush, M. C., & Lance, C. E. (1999). Motivational bases of affective organizational commitment: A partial test of an integrative theoretical model.

- Journal of Occupational and Organizational Psychology, 72, 463-483.
63. Eby, L. T., *Meade, A., *Parisi, A. G., & *Douthitt, S. S. (1999). The development of an individual-level teamwork expectations measure and the application of a within-group agreement statistic to assess shared expectations for teamwork. Organizational Research Methods, 2, 366-394.
 64. Eby, L. T., Allen, T. D., & *Douthitt, S. S. (1999). The role of non-performance factors on job-related relocation opportunities: A field study and laboratory experiment. Organizational Behavior and Human Decision Processes, 79, 29-55.
 65. *Douthitt, S. S., Eby, L. T., & *Simon, S. A. (1999). Diversity of life experiences: The development and validation of a biographical measure of receptiveness to dissimilar others. International Journal of Selection and Assessment, 7, 112-125.
 66. Eby, L. T., & Allen, T. D. (1998). Perceptions of relocation services in relocation decision-making: An exploratory field study. Group and Organization Management, 23, 447-469.
 67. *Burroughs, S. M., & Eby, L. T. (1998). Psychological sense of community at work: A measurement system and explanatory framework. Journal of Community Psychology, 26, 509-532.
 68. Eby, L. T., Johnson, C. D., & Russell, J. E. A. (1998). A psychometric review of career assessment tools for use with diverse individuals. Journal of Career Assessment, 6, 269-310.
 69. Eby, L. T., & Buch, K. (1998). The impact of adopting an ethical approach to dismissal during corporate restructuring. Journal of Business Ethics, 17, 1253-1264.
 70. DeMatteo, J. S., Eby, L. T. & Sundstrom, E. S. (1998). Team-based rewards: Current empirical evidence and directions for future research. Research in Organizational Behavior, 20, 141-183.
 71. Eby, L. T. (1997). Alternative forms of mentoring in changing organizational environments: A conceptual extension of the mentoring literature. Journal of Vocational Behavior, 51, 125-144.
 72. Eby, L. T., & Dobbins, G. H. (1997). Collectivistic orientation in teams: An individual and group level analysis. Journal of Organizational Behavior, 18, 275-295.
 73. Eby, L. T., DeMatteo, J. S., & Russell, J. E. A. (1997). Employment assistance needs of accompanying spouses following relocation. Journal of Vocational Behavior, 50, 291-307.
 74. Eby, L. T., & Buch, K. (1995). Job loss as career growth: Responses to involuntary career transitions. The Career Development Quarterly, 44, 26-42.
 75. Eby, L. T., & Buch, K. (1994). The effect of job search method, sex, activity level, and emotional acceptance on new job characteristics: Implications for counseling unemployed professionals. Journal of Employment Counseling, 32, 69-82.
 76. Russell, J. E. A., & Eby, L. T. (1993). Career assessment strategies for women in management. The Journal of Career Assessment, 1, 267-293.

Journal Articles Under Review (*denotes student co-author)

1. Baranik, L. E., & Eby, L. T. (under review). Organizational citizenship behaviors and employee depressed mood, burnout, and satisfaction with life: A longitudinal study.

Group and Organization Management.

2. Eby, L. T. & Laschober, T. C. (revise & resubmit). A quasi-experimental study examining New York State's tobacco-free regulation: Clinical practice behaviors and pharmacotherapy availability. Drug and Alcohol Dependence.
3. Eby, L. T., & Laschober, T. C. (revise & resubmit). Clinicians' perceptions of implementation extensiveness of 100% tobacco-free regulations: A longitudinal study of New York State. Journal of Behavioral Health Services Research.

Book Chapters (*denotes student co-author)

1. Eby, L. T., Butts, M., & Lockwood, A. (2012). Predictors of success in the era of the boundaryless career. In K. Inkson and M. Savickas (Eds.), Career studies: Careers in context (vol. 2).
2. Eby, L. T., & Dolan, E. (in preparation). Mentoring as a career development intervention. In P. J. Hartung, M. L. Savickas, and W. B. Walsh (Eds.), APA handbook of career intentions: Applications. Washington, DC: APA [invited]
3. Eby, L. T., *Brown, B. L., & *George, K. (under review). Mentoring as a strategy for facilitating learning: Protégé and mentor perspectives. In S. Billett, C. Harteis, and H. Gruber (Eds.). International handbook of research in professional and practice-based learning [invited]
4. Rothrauff, T. C., & Eby, L. T. (in press). Diversity in today's workplace: Considering generational cohorts, gender, and race/ethnicity in the work-family interface. In M. Pauldi (Ed.), The psychology for business success. Santa Barbara, CA: ABC-CLIO.
5. Hurst, C. M., & Eby, L. T. (2012). Mentoring, ethics, quality of worklife and well-being. In M. J. Sirgy and N. P. Reilly (Eds). Handbook of quality-of-life programs: Enhancing ethics and improving quality of life at work (pp. 81-94). Springer Publications. [invited]
6. Rothrauff, T. C., & Eby, L. T. (2012). Diversity in today's workplace: Considering generational cohorts, gender, and race/ethnicity in the work-family interface. In M. Pauldi (Ed.), Managing diversity in today's workplace: Women and careers in management series, (pp. 1-20). Santa Barbara, CA: Praeger. [invited]
7. Eby, L. T. & Allen, T. D. (2012). New Frontiers: An integrative perspective on how relationships affect employee attitudes, behavior, and well-being. In L. T. Eby and T. D. Allen (Eds.), Personal relationships: The effect on employee attitudes, behaviors, and well-being (pp. 403-423). SIOP Frontiers Series, Taylor-Francis/Routledge Press.
8. Allen, T. D. & Eby, L. T. (2012). The study of interpersonal relationships: An introduction. In L. T. Eby and T. D. Allen (Eds.), Personal relationships: The effect on employee attitudes, behaviors, and well-being (pp. 3-13). SIOP Frontiers Series, Taylor-Francis/Routledge Press.
9. Rothrauff-Laschober, T. C., Allen, T. D., & Eby, L. T. (2012). Negative nonwork relational exchanges and links to employees' work attitudes, work behavior, and well-being. In L. T. Eby and T. D. Allen (Eds.), Personal relationships: The effect on employee attitudes, behaviors, and well-being (p. 325-348). SIOP Frontiers Series, Taylor-Francis/Routledge Press.

10. Eby, L. T. (2012). Organizational mentoring: Past, present, and future. In S. Kozlowski (Ed.), Oxford handbook of industrial and organizational psychology, (pp. 615-642). New York: Oxford University Press [invited].
11. Eby, L. T. (2010). Mentoring. In S. Zedeck (Eds.). APA handbook of industrial and organizational psychology (pp. 505-525). Washington, DC: American Psychological Association [invited].
12. Eby, L. T., *Maher, C. P., & Butts, M. M. (2010). The intersection of emotion, affect, and work-family experiences. Annual review of psychology, 61, 559-622. [invited contribution]
13. Eby, L. T., *McCleese, C., & *Butts, M. M. (2009). Qualitative research: The red-headed step-child in organizational and social science research? In C. Lance and B. Vandenberg (Eds.). Methodological myths and urban legends: Received doctrine, verity, and fable in the organizational and social sciences, (pp. 219-246). Lawrence Erlbaum. [invited]
14. Eby, L. T., Rhodes, J., & Allen, T. D. (2007). Definition and evolution of mentoring. In T. D. Allen and L. T. Eby (Eds.). Blackwell handbook of mentoring. (pp. 1-20). Oxford: Blackwell Publishing.
15. Allen, T. D., & Eby, L. T. (2007). Common bonds: An integrative perspective on mentoring relationships. In T. D. Allen and L. T. Eby (Eds.). Blackwell handbook of mentoring. Oxford: Blackwell Publishing.
16. *Butts, M., *Durley, J., & Eby, L. T. (2007). Reflections on theoretical approaches and methodological issues in mentoring research. In T. D. Allen and L. T. Eby (Eds.). Blackwell handbook of mentoring. Oxford: Blackwell Publishing.
17. *Lockwood, A., *Evans, S. & Eby, L. T. (2007). Reflections on the benefits of mentoring. In T. D. Allen and L. T. Eby (Eds.). Blackwell handbook of mentoring. Oxford: Blackwell Publishing.
18. Allen, T. D., & Eby, L. T. (2007). Introduction. In T. D. Allen and L. T. Eby (Eds.). Blackwell handbook of mentoring. Oxford: Blackwell Publishing.
19. Eby, L. T. (2007). Understanding problems in mentoring: A review and proposed investment model. In B. R. Ragins and K. E. Kram (Eds.). Handbook of mentoring at work (pp. 323-344). Sage Publishing. [invited]
20. Eby, L. T. (2006). Gender and careers. In J. H. Greenhaus and G. A. Callanan (Eds.). Encyclopedia of Career Development (pp. 325-331). Thousand Oaks, CA: Sage Publishing.
21. Eby, L. T., *Sinoway, B. A., & *Parisi, A. G. (2000). The sociotechnical systems approach to work team design: The contributions of Eric L. Trist. In M. Beyerlein (Ed.). Work teams: Past, present, and future, (pp. 115-129). Netherlands: Kluwer Academic Press [invited].
22. *Parisi, A. G., & Eby, L. T. (2000). An integrative theoretical framework for understanding team reward allocation preferences. In M. Beyerlein, D. A. Johnson, and S. T. Beyerlein (Eds.), Team performance management: Advances in interdisciplinary studies of work teams, (pp. 161-186). Stamford, CT: JAI Press.

Published Proceedings (*denotes student co-author)

1. Hurst, C. M., Butts, M., & Eby, L. T. (2011). Professional plateaus: Health and nonwork outcomes and impact of competence and control perceptions. Southern Management

Association Proceedings.

1. *Baranik, L. E., *Scharlau, E., Eby, L. T., & Hoffman, B. (2008). Feeling supported at work: Perceived organizational support and mentoring. Southern Management Association Proceedings.
2. Eby, L. T., *Lockwood, A., & *Butts, M. (2005). Organizational support for mentoring: A multiple perspectives approach. Southern Management Association Proceedings.
3. *Weatherly, E. W., Riordan, C. M., & Eby, L. T. (2005). Early career interactions: Learning through information acquisition and relationship building. Southern Management Association Proceedings. [Awarded the Michael J. Driver Award for Best Careers Paper in the Regions, Careers Division of the Academy of Management; Awarded Best Paper from the Human Resources Division, Southern Management Association]
4. Allen, T. D., & Eby, L. T. (2003). Factors related to effective mentoring. In E. Weatherly (Ed.), Southern Management Association Proceedings.
5. Eby, L. T., *Lockwood, A., *Butts, M., & *Simon, S. A. (2002). The development of a measure of negative mentoring experiences from the protégé's perspective. Southern Management Association Proceedings. Raleigh, NC: North Carolina State University. [Awarded Carson Hall Best Regional Paper Award, Southern Management Association]
6. Eby, L. T., Allen, T. D., & *Brinley, A. (2002). The relationship between career management practices and career-related attitudes: A symbolic action perspective. Southern Management Association Proceedings. Raleigh, NC: North Carolina State University.
7. *Douthitt, S. S., Eby, L. T., & *Simon, S. A. (1999). Receptiveness to differences: An important individual difference variable in the understanding of team dynamics and performance. Southern Management Association Proceedings, (pp. 174-176). Raleigh, NC: North Carolina State University.
8. Eby, L. T., McManus, S., *Simon, S. A., & Russell, J. E. A. (1998). Does every silver lining have a cloud? A study of dysfunctional mentoring experiences. Southern Management Association Proceedings, (pp. 137-139). Valdosta, GA: Southern Management Association.
9. Eby, L. T., *Meade, A., *Cader, J., *Douthitt, S. S., *Parisi, A. G., & *Hendrix, A. (1998). The relationship between mental models for teamwork, team processes, and outcomes: An empirical investigation. Southern Management Association Proceedings, (pp. 47-51). Valdosta, GA: Southern Management Association.
10. *Parisi, A. G., Eby, L. T., & *Sinoway, B. (1998). Predictors of satisfaction with team-based rewards and the signals team-based rewards send. Southern Management Association Proceedings, (pp. 127-131). Valdosta, GA: Southern Management Association.
11. Eby, L. T., *Douthitt, S., Allen, T. A., & *Matthews, J. (1997). (Not so) subtle bias in evaluating the suitability of individuals for jobs requiring relocation: A laboratory and field study. In M. Schnake (Ed.), Southern Management Association Proceedings, (pp. 134-136). Valdosta, GA: Southern Management Association. [Awarded Outstanding Paper, Human Resources Division, Southern Management Association; Awarded Division F Post-Graduate Research Award, Georgia Psychological Association]
12. DeMatteo, J. S., & Eby, L. T. (1997). Who likes team rewards? An examination of individual difference variables related to satisfaction with team-based rewards. Academy of Management Proceedings, (pp. 134-138). Statesboro, GA: Georgia Southern University.

[Awarded Best Student Paper from the Human Resources Division of the Academy of Management]

13. Eby, L. T., Allen, T. A., & *Powell, S. D. (1996). Balancing career opportunities and career setbacks: Employees' and spouses' perspectives on relocation. In M. Schnake (Ed.), Southern Management Association Proceedings, (pp. 174-176). Valdosta, GA: Southern Management Association.
14. Eby, L. T., & DeMatteo, J. S. (1994). Beyond 'one size fits all' relocation assistance: A descriptive study of co-relocators in the 1990s. In M. Schnake (Ed.), Southern Management Association Proceedings, (pp. 160-163). Valdosta, GA: Southern Management Association.
15. Russell, J. E. A., Atchley, K. P., Eby, L. T., & Fausz, A. (1994). White employees and managers attitudes toward diversity issues. In M. Schnake (Ed.), Southern Management Association Proceedings, (pp. 466-471). Valdosta, GA: Southern Management Association.

Other Publications

1. Chandler, D. E., Eby, L. T., & McManus, S. E. (April 26, 2010). When mentoring goes bad. Sloan Management Review (available on-line at <http://sloanreview.mit.edu/executive-adviser/articles/2010/2/5221/when-mentoring-goes-bad/>)
2. Chandler, D. E., Eby, L. T., & McManus, S. E. (April 26, 2010). When mentoring goes bad. Wall Street Journal (available on-line at <http://online.wsj.com/article/SB10001424052748703699204575016920463719744.html>)
3. Eby, L. T. (2003). Review of Survey Research Methods (3rd ed.) by Floyd J. Fowler. Organizational Research Methods, 6, 134-137.
4. Eby, L. T., & Russell, J. E. A. (1998). Career development at TechnoChip Computers. In H. J. Bernardin and J. E. A. Russell, Human resource management: An experiential approach (2nd edition), (pp. 575-580). New York: McGraw-Hill
5. DeMatteo, J. S., Rush, M. C., Sundstrom, E., & Eby, L. T. (1997). Factors related to the successful implementation of team-based rewards. ACA Journal: Perspectives in Compensation and Benefits, 6(4), 16-28.
6. Russell, J. E. A., & Eby, L. T. (1994). Business ethics in human resource management. Supplemental chapter and exercises for H. J. Bernardin and J. E. A. Russell, Human resource management: An experiential approach (primus edition). New York: McGraw-Hill.
7. Eby, L. T., & Buch, K. (1992). Gender differences in coping with involuntary white collar job loss. Charlotte, NC: The University of North Carolina at Charlotte, Department of Psychology. (ERIC Document Reproduction Service No. ED 344 157).

Invited Presentations, Panels, Forums

1. Eby, L. T. & *Brown, B. L. (June, 2012). How to retain counselors and clinical supervisors. Workshop presented at the SAAS National Conference and NIATx Summit. New Orleans, LA.
2. *Kinkade, K., *Sparks, T., & Eby, L. T. (June, 2012). Evaluating the effects of the OASAS

- tobacco-free regulation on the substance abuse treatment workforce: Lessons learned and best practices. Presentation in the “Helping people change” workshop. The Department of Substance Abuse Services, Zucker Hillside Hospital, Long Island, NY.
3. Allen, T., & Eby, L. (April, 2012). The science and practice of workplace mentoring relationships. Workshop presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
 4. Hot topics in I/O psychology (April, 2012). Invited panelist in webinar for Society for Industrial and Organizational Psychology Visibility Committee.
 5. Eby, L. T. (April, 2012). Turnover and the substance abuse treatment workforce: Results from Project MERITS. Research Utilization Committee, NIDA Clinical Trials Network Steering Committee Meeting. Atlanta, GA.
 6. Eby, L. T. (March, 2012). Understanding the substance abuse treatment workforce: An industrial/organizational psychology perspective. Epidemiology, Prevention, and Health Services Seminar Series, National Institute on Drug Abuse, Bethesda, MD.
 7. Eby, L. T. (February, 2012). Evaluating the effects of the OASAS tobacco-free regulation on the substance abuse treatment workforce: Lessons learned and best practices. Addiction Research Dissemination, Implementation, and Sustainability Discussion Series, New York University, New York City, NY.
 8. DiClemente, C. & Eby, L. T. (January, 2012). Smoking and substance use workshop: Treating tobacco in smokers with SU disorders. MDQuit Best Practices Conference, University of Maryland Baltimore County, Columbia, MD.
 9. Eby, L. T. (January, 2012). Implementing smoking cessation in substance abuse treatment: Workplace barriers and facilitators. Keynote address at MDQuit Best Practices Conference, University of Maryland Baltimore County, Columbia, MD.
 10. Eby, L. T. (November, 2011). The science and practice of mentoring: Current perspectives. Inaugural presentation at the VI International Conference on Mentoring and Coaching, Madrid, Spain.
 11. Eby, L. T., & Rothrauff-Laschober, T. C. (July, 2011). Negative relational exchanges at work: Downstream effects on work-to-nowork conflict. Paper presented at the IV International Conference of Work and Family, Barcelona, Spain.
 12. Eby, L. T. (April, 2011). Reject, revise, resubmit: Editors’ tips for responding to journal reviews. Miner-Rubino, K. (Chair). Panelist in panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
 13. Eby, L. T. (April, 2011). Work-family research: The crossroads. Matthews. R. (Chair). Panelist in panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
 14. Eby, L. T. (May, 2010). Creating and sustaining healthy workplaces. Invited colloquium at DePaul University, honoring the 350th anniversary of St. Vincent DePaul. Chicago, IL.
 15. Eby, L. T. (January, 2010). Implementing smoking cessation initiatives in substance abuse treatment: Evidence-based recommendations. Colloquium speaker at the winter board meeting of the Therapeutic Communities of America. Houston, Texas.
 16. Eby, L. T. (July, 2009). Coping with emotional labor in the work and family domain: A longitudinal study of multi-domain surface acting, deep acting, and strain outcomes.

- Paper presented at the III International Conference of Work and Family, Barcelona, Spain.
17. Eby, L. T. (March, 2009). Gender and workplace mentoring relationships. Invited colloquium, Kennesaw State University, Kennesaw, Georgia.
 18. Eby, L. T. (January, 2009). Mentoring as a strategy for workforce development: Evidence-based recommendations. Invited presentation at the Law School, University of Georgia, Athens, Georgia.
 19. Eby, L. T. (November, 2008). The good, the bad, and the ugly about mentoring: New directions in mentoring scholarship. Invited colloquium, Clemson University, Clemson, SC.
 20. Eby, L. T. (April, 2008). Panelist in panel discussion, Mentoring Gone Awry—When a “Good Thing” Goes Wrong (Fleig-Palmer & Eby, Co-Chairs). Panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
 21. Eby, L. T. (January, 2008). Diversity and mentoring: Mentoring across our differences. Invited panelist for RED Workshop Series, The Center for Research and Engagement in Diversity, University of Georgia.
 22. Eby, L. T. (May, 2007). Mentoring in business, university, and the community: Learning across programs. Keynote speaker at AimHigher National Mentoring Conference Scheme, Lincolnshire, England.
 23. Eby, L. T. (October, 2006). The science and practice of formal mentoring programs. Invited presentation at the Society for Industrial and Organizational Psychology Leading Edge Fall Consortia, Charlotte, North Carolina.
 24. Eby, L. T. (September, 2006). The prospects and pitfalls of organizational mentoring. Invited presentation at the annual meeting of the North Carolina Industrial and Organizational Psychologists, Greensboro, North Carolina.
 25. Eby, L. T. (September, 2006). Emerging issues in mentoring research: The good, the bad, and the ugly. Invited colloquium presented at the University of North Carolina at Charlotte, Charlotte, North Carolina.
 26. Eby, L. T. (2006). The fact and fiction of organizational mentoring. Invited presentation at the annual meeting of the Southeastern Society for Human Resource Management, Atlanta, Georgia.
 27. Eby, L. T. (April, 2005). Application of service learning to teach advance industrial psychology at the graduate level. Panel member in the education forum “Teaching I-O concepts more effectively: Experiential and service-learning pedagogy (L. L. Wolfe, Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
 28. Eby, L. T. (March, 2004). Establishing and maintaining a successful program of research. Presented at the 27th annual convention of the Behavioral Sciences, The University of Georgia, Athens, Georgia.
 29. Eby, L. T. (November, 2001). The “dark side” of mentoring relationships in organizations: Implications for protégés’ physical and psychological health. Colloquium presented in the Psychology Department at the University of South Florida.
 30. Eby, L. T. (April, 2001). The bastardization of the mentoring construct and other

- challenges to scholars, (S. E. McManus, Chair). Panelist on a panel discussion at the annual meeting of the Society for Industrial and organizational Psychology, San Diego, CA.
31. Eby, L. T. (November, 2000). Invited participant for roundtable discussion on Preparing for an academic career. Sponsored by Preparing Future Faculty (APA sponsored grantee, Dr. Rosemary Phelps, Department of Education, The University of Georgia).
 32. Eby, L. T. (October, 2000). Building a research program and succeeding in academia. Invited colloquium, Management Department, The University of Tennessee, Knoxville.
 33. Eby, L. T. (October, 2000). The cognitive ability dilemma in I/O psychology. Guest speaker for PSYC 1030H (Honors Introductory Psychology), Department of Psychology, The University of Georgia.
 34. Eby, L. T. (June, 1999). A macro perspective on training: Where do simulation-based methods fit in? Presented at the inaugural International Synthetic Task Development Conference, Athens, Georgia.
 35. Eby, L. T. (June, 1999). Performance measurement in simulated environments. Panel discussion at the inaugural International Synthetic Task Development Conference, Athens, Georgia.
 36. Eby, L. T. (1999, March). The changing nature of work life in the 21st century. Panel discussion at the 20th annual Industrial Organizational / Organizational Behavior (IOOB) Graduate Student Conference, George Mason University, Fairfax Virginia.
 37. Eby, L. T. (1995, June). Mobile marriages across the lifecycle. Invited speaker and panelist at the United States Department of Defense Policy Forum on Spouse Employment. Policy forum jointly sponsored by the Assistant Secretary of Defense and the Family Policy Coordinating Committee, Washington, DC.
 38. Eby, L. T. (1994, September). Overcoming reluctance to relocate: A mini-seminar for human resource professionals. Invited speaker and panelist. Sponsored by Right Associates and Executive Realty of Knoxville, Tennessee.
 39. Charlotte Issues Forum - Channel 32 TV (1992, March). Panelist on a cable television program *Women, Dual Careers, and Entrepreneurship*.

Refereed Conference Papers (*denotes student co-author)

1. *Barrett, J., *Proctor, C., Muilenburg, J., Conway, K., *Coffman, R., & Eby, L. (October, 2012). Substance abuse counselors and tobacco knowledge: The more they smoke the less they know? Paper presented at the American Public Health Association, San Francisco, CA.
2. Conway, K., Muilenburg, J., *Barnett, J., *Proctor, C., *Coffman, R., & Eby, L. (October, 2012). How do substance abuse counselors treat smoking addictin in drug and alcohol addicted patients? Paper presented at the American Public Health Association, San Francisco, CA.
3. Muilenburg, J., Eby, L. Conway, K., *Barnett, J., *Proctor, C., & *Coffman, R. (October, 2012). Counselor attitudes towards evidence-based treatments in drug and alcohol treatment centers. Paper presented at the American Public Health Association, San Francisco, CA.

4. *Proctor, C., *Barnett, J., Muilenberg, J., Conway, K., *Coffman, R., & Eby, L. (October, 2012). Perpetuating a problem: Smoking behaviors of counselors in recovery. Paper presented at the American Public Health Association, San Francisco, CA.
5. *Sparks, T. E., *George, K. E., *Kinkade, K. M., & Eby, L. T. (August, 2012). An examination of withdrawal reactions to patient incivility. Paper presented in the symposium "Explorations into the conundrums and complexities of workplace mistreatment" (L. Lomeli & K. Miner, Co-Chairs). Annual meeting of the Academy of Management, Boston, MA.
6. Rothrauff-Laschober, T. C., Eby, L. T., & *Kinkade, K. (June, 2012). Successful employee assignments: A comparative study of the intersection of parental status and global versus domestic assignments. Paper presented at the Inaugural Work and Family Researchers Network Conference, New York, NY.
7. Eby, L., & Rothrauff-Laschober, T. (April, 2012). Negative mentoring experiences and work-to-nonwork conflict: A longitudinal examination. Paper presented in the symposium "Leaders and the work-family interface: They provide more than support" (R. Matthews & M. Mills, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
8. Eby, L., & Butts, M. (April, 2012). Paying it forward: The effect of mentoring on protégé OCB. Paper presented in the symposium "Beyond task performance: New research directions on OCB and CWB" (B. Hoffman & L. Eby, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
9. *Maher, C., & Eby, L. (April, 2012). Career calling, engagement, and positive spillover. Paper presented in the symposium "Positive psychology and the work-family interface: Bridging the gap" (T. Shortridge & H. Odle-Dusseau, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
10. *Sauer, J., *Beck, S., *Siminovsky, A., Hoffman, B., Eby, L., & *Sparks, T. (April, 2012). Don't let me down: Negative mentoring and protégé performance. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
11. *Kinkade, K., *Morelli, N., *Downey, S., Hoffman, B., & Eby, L. (April, 2012). What if they don't leave? Prolonged turnover intentions and CWB. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
12. *Sparks, T., *Eckart, R., & Eby, L. T. (April, 2012). Weighing in on the JD-R Model: A relative weights approach. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
13. *Curtis, S., & Eby, L. T. (April, 2012). Do I fit: Differential predictors of organizational vs. professional turnover. Paper presented in the symposium "Starting anew: Research on decisions to change careers" (A. Ryan, Chair). Annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
14. *Hack, H. B., *Estroff, L., *Sauer, J. B., Eby, L. T., & Muilenburg, J. L. (April, 2012). Examination of the mediating relationship of depression to job satisfaction and healthy eating. Paper presented at the annual Psi Chi Annual Convention of the Behavioral Sciences, Athens, GA.

15. *Estroff, L., *Hack, H. B., *Sauer, J. B., Eby, L. T., & Muilenburg, J. L. (April, 2012). Examination of the relationship between career calling and burnout. Paper presented at the annual Psi Chi Annual Convention of the Behavioral Sciences, Athens, GA.
16. Baranik, L. E., Eby, L. T., Morrison, A., & Allred*, C. (August, 2012). Organizational citizenship behaviors are good for you. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
17. Muilenburg, J., & Eby, L. T. (March, 2012). Smoking cessation programs in substance abuse treatment facilities: What are we doing? Paper presented at the annual meeting of the Society for Research on Nicotine and Tobacco, Houston, TX.
18. Eby, L. T., & Rothrauff-Laschober, T. (October, 2011). The relationship between perceptions of organizational functioning and voluntary turnover: A longitudinal investigation. Paper presented at the annual meeting of the Addiction Health Services Research Conference, Washington, DC.
19. Rothrauff-Laschober, T., Eby, L. T., & *Sauer, J. (October, 2011). Supervisor and counselor reports on clinical supervisor practices. Paper presented at the annual meeting of the Addiction Health Services Research Conference, Washington, DC.
20. *Sparks, T., *Kinkade, K., & Eby, L. T. (October, 2011). Turning tragedy into meaning: An examination of the impact of patient death on substance abuse counselor attitudes toward work and life. Paper presented at the annual meeting of the Addiction Health Services Research Conference, Washington, DC.
21. *Motley, M., Muilenburg, J., & Eby, L. T. (October, 2011). Determining the role of organizational policy in smoking cessation services and attitudes about smoking culture among staff at addiction treatment centers. Paper presented at the American Public Health Association, Washington D.C.
22. *Barnett, J., *Proctor, C., Muilenburg, J., Conway, K., Eby, L., *Motley, M., *Coffman, R., & *Vashisht, S. (October, 2011). Influences of financial resources on system-level support of smoking cessation in substance abuse treatment programs. Paper presented at the American Public Health Association, Washington D.C.
23. *Proctor, C., *Barnett, J., Muilenburg, J., Conway, K., *Motley, M., *Coffman, R., *Vashisht, S., & Eby, L. (October, 2011). An examination of smoking cessation programs in substance abuse treatment facilities. Paper presented at the American Public Health Association, Washington D.C.
24. Conway, K., *Barnett, J., *Proctor, C., *Coffman, R., *Motley, M., *Vashisht, S., Eby, L., & Muilenburg, J. (October, 2011). Smoking cessation within substance abuse treatment centers: Does a staff dedicated to smoking cessation really make a difference? Paper presented at the American Public Health Association, Washington D.C.
25. *Coffman, R., *Motley, M., *Vashisht, S., *Barnett, J., *Proctor, C., Conway, K., Eby, L., & Muilenburg, J. (October, 2011). Perceived social norms of smoking culture in substance abuse treatment centers. Paper presented at the American Public Health Association, Washington D.C.
26. *Vashisht, S., *Coffman, R., *Motley, M., *Barnett, J., *Proctor, C., Conway, K., Eby, L., & Muilenburg, J. (October, 2011). Impact of smoking programs in substance abuse treatment facilities: Do we practice what we preach? Paper presented at the American Public Health

- Association, Washington D.C.
27. Muilenburg, J., Eby, L., & Conway, K., (October, 2011). Substance abuse counselor beliefs and barriers about smoking cessation programs within drug abuse treatment facilities. Paper presented at the American Public Health Association, Washington D.C.
 28. Hurst, C. M., Butts, M., & Eby, L. T. (November, 2011). Professional plateaus: Health and nonwork outcomes and impact of competence and control perceptions. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
 29. Eby, L. T. & Butts, M. M. (August, 2011). Understanding relational problems in mentoring: A longitudinal, dyadic perspective. In D. Chandler, S. Dobrow, & W. Murphy (Co-Chairs). The yin and yang of mentoring: Exploring the continuum of mentoring relationships and experiences. Symposium presented at the annual meeting of the Academy of Management, San Antonio, TX.
 30. Eby, L. T., Burk, H., & Sauer, J. (May, 2011). Predictors of mentors' negative experiences with protégés: A dyadic study. Poster presented at the European Association of Work and Organizations Conference, Maastricht, The Netherlands.
 31. Rothrauff, T. C., *Kinkade, K., & Eby, L. T. (May, 2011). Antecedents of supervisory mentoring support for reducing protégé work-nonwork conflict. In L. Laurent & L. Hammer (Co-Chairs). Antecedents of work and non-work sources of social support for reducing work-family conflict. Paper presented at the 2011 Work, Stress, & Health Conference, Orlando, Florida.
 32. Muilenburg, J. L. & Eby, L. T. (October, 2010). Smoking Behaviors of Counselors Working in Smoke Free Addiction Clinics. Paper presented at the 2010 International Cancer Education Conference, San Diego, California.
 33. Eby, L. T., Maher, C., & Sauer, J. (October, 2010). What predicts actual turnover among the substance abuse treatment workforce? Paper presented at the Addiction Health Services Research Conference, Lexington, KY.
 34. Rothrauff, T. & Eby, L. T. (October, 2010). Counselors implementation of tobacco cessation guidelines. Paper presented at the Addiction Health Services Research Conference, Lexington, KY.
 35. Eby, L. T., *Burk, H., Vandenberg, B., & *Kinkade, K. (August, 2010). The physical work environment as a unique and neglected predictor of attitudinal strain. In *T. E. Sparks & L. T. Eby (Co-Chairs), Workplace features and employee well-being: An occupational health perspective. Symposium presented at the annual meeting of the Academy of Management, Montreal, Canada.
 36. Hurst, C. S., & Eby, L. T. (May, 2010). Plateaus and appraisals: Experiences of hierarchically and job content plateaued employees. Paper presented at the Intellectbase International Consortium, Nashville, TN.
 37. Eby, L. T. (April, 2010). Career calling as a protective factor for burnout among individuals working in stigmatized occupations. Paper presented in the symposium "Dynamics of contemporary career success" (K. M. Shockley & P. Heslin, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
 38. *Curtis, S. L., Eby, L. T., & Butts, M. M. (April, 2010). Mentoring as a means of fostering employee engagement. Paper presented in the symposium "New theoretical and research

- perspectives in workplace mentoring” (W. A. Gentry & J. Sosik, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
39. *Morrison, M. A., Lane, C. E., & Eby, L. T. (April, 2010). Do mentor and protégé personality predict relationship quality? Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
 40. Griggs, T. L., Casper, W., & Eby, L. T. (April, 2010). Church support as a moderator of the work-family conflict and physical health symptoms: A study of low-income workers. Paper presented in the symposium “Going beyond traditional conceptualizations of work-family research” (A. Huffman & S. Culbertson, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
 41. *Sparks, T. E., *Burk, H. G., & Eby, L. T. (April, 2010). Coping with workplace burnout: The role of political skill. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
 42. Rothrauff, T. C., & Eby, L. T. (April, 2010). Implementation of clinical practice guidelines on tobacco cessation: Does counselors’ tenure in behavioral health matter? Poster presented at the Quality of Behavioral Healthcare: A Drive for Change through Research, Clearwater Beach, FL.
 43. Eby, L. T., & *Birkelbach, D. (April, 2010). Predictors of OASAS implementation in NY State: A longitudinal investigation. Paper presented at the Quality of Behavioral Healthcare: A Drive for Change Through Research, Clearwater Beach, Florida.
 44. Eby, L. T., *Sparks, T., & *Evans, L. (April, 2010). Positive and negative outcomes associated with going smoke-free in substance abuse treatment: The NY state experience. Paper presented at the NIDA Blending Conference, Albuquerque, New Mexico.
 45. Eby, L. T., *Maher, C., & Burk, H. (October, 2009). How serious of a problem is counselor turnover in substance abuse treatment? A longitudinal study of actual turnover. Poster presented at the Annual Addiction Health Services Research Conference, San Francisco, CA.
 46. Rothrauff, T., & Eby, L. T. (October, 2009). Adoption of tobacco cessation medications in substance abuse treatment centers. Paper presented in the symposium “Tobacco dependence in addiction treatment: What’s the matter here?” (J. Guydish, Chair). Annual Addiction Health Services Research Conference, San Francisco, CA.
 47. Eby, L. T., & Baranik, L. (November, 2009). The role of clinical supervisory relationships in understanding substance abuse counselors’ job satisfaction and burnout. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
 48. Eby, L. T., Butts, M. M., Evans, S., Durley, J., & Ragins, B. R. (November, 2009). Are bad mentoring experiences stronger than good ones in predicting health-related and relational outcomes? Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
 49. Eby, L. T., *Burk, H., & *Baranik, L. (November 2009). The physical work environment as an organizational stressor: Unique effects on employee strain reactions. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.

50. *Wood, L. A., *George, K. E., *Maher, C. P., & Eby, L. T. (November, 2009). A counterintuitive approach to CWB: Examining the health benefits of behaving badly. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
51. Butts, M. M., Eby, L. T. & Hurst, C. S. (November, 2009). Protégés' negative mentoring experiences and psychological withdrawal: The role of victim precipitation and coping style. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
52. Hurst, C. S., Eby, L. T., & Butts, M. (August, 2009). Conversations about health: Supervisor health and safety support scale development and validation. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
53. Butts, M. M. & Eby, L. T. (August, 2009). Is there more to life than just work and family? Investigating the relative contribution of psychological and behavioral involvement in non-work roles. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
54. *Curtis, S., & Eby, L. T. (April, 2009). Recovery at work: The relationship between identification and work attitudes. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
55. *Baranik, L., *Morrison, A., & Eby, L. T. (April, 2009). What's in it for me? Giving versus receiving workplace help. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
56. *Baranik, L., Eby, L. T., Hurst, C. S., & *Curtis, S. (April, 2009). Organizational support for mentoring: Aligning mentor and protégé expectations. Paper presented in the symposium "What did you expect? Managing expectations in mentoring relationships" (Murchy & Ragins, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
57. Griggs, T., Casper, W., & Eby, L. T. (April, 2009). The moderating effects of support on WFC-withdrawal relationships. Paper presented in the symposium, "An Examination of Work-Family Conflict among Low-Income and Non-Professional Workers" (Griggs & Casper, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
58. Hurst, C. S., Eby, L. T., & Butts, M. (April, 2009). Conversations about health: Development of a supervisor health and safety support scale. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
59. *Baranik, L. E., *Scharlau, E., Eby, L. T., & Hoffman, B. (October, 2008). Feeling supported at work: Perceived organizational support and mentoring. Poster presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.
60. *Curtis, S. L., Eby, L. T., *Hurst, C. S., *Baranik, L., & Owen, C. (October, 2008). The relationship between clinician recovery status and work attitudes in the substance abuse treatment field. Poster presented at the annual meeting of the Addiction Health Services Research Conference, Bethesda, MD.
61. *Griggs, T. L. & Eby, L. T. (April, 2008). The effects of work, family and community social

- supports on work-Family conflict among low-income workers. Paper presented in the symposium "New Perspectives on Individual Differences in Work-Family Research" (M. M. Butts & W. Casper, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
62. Eby, L. T., Allen, T. D., *Baranik, L., A., *Evans, S. C., Ng T. W., & *Roote, B. (April, 2008). Meta-analytic examination of protégé race and gender as moderators of the mentoring received-outcome relationship. Paper presented in the symposium "High-Quality Work Relationships: Integrating Streams and Charting New Waters" (Purvanova & Colbert, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
 63. *McCleese, C., Eby, L. T., *Baranik, L., & Owen, C. (April, 2008). Does bad beget bad in formal mentoring? A dyadic study. Paper presented in the symposium "Building Successful Mentorship Programs – New Research, Lessons, and Best Practices" (Locke, Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
 64. *Butts, M. M. & Eby, L. T. (2008, April). Work-nonwork conflict and positive spillover: identity similarity and work flexibility. Paper presented in the symposium "New Perspectives on Individual Differences in Work-Family Research" (M.M. Butts & W. Casper, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
 65. *McCleese, C., & Eby, L. T. (March, 2008). Conversations about health: Supervisor health and safety support scale development. Paper presented at the Work, Stress, and Health 2008 Conference, Washington, DC.
 66. Eby, L. T., & Ragins, B. R. (March, 2008). Predictors of protégé negative mentoring experiences: A dyadic study. Paper presented at the Work, Stress, and Health 2008 Conference, Washington, DC.
 67. Eby, L. T., *McCleese, C. S., Owen, C., *Baranik, L., & Lance, C. E. (October, 2007). A Process-oriented model of the relationship between clinical supervision, burnout, and turnover intentions among substance abuse counselors. Poster presented at the annual meeting of the Addiction Health Services Research Conference, Athens, GA.
 68. Eby, L. T., & *McCleese, C. S. (April, 2007). Qualitative research: The red-headed stepchild in IO/OB reserach. Paper presented in the symposium "Where's the kernel of truth" (R. Vandenberg & C. Lance, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, New York City.
 69. Ragins, B. R., Eby, L. T., & *Verbos, A. K. (April, 2007). Understanding the motivated mentor: Self-construals and willingness to mentor. Paper presented in the symposium "Developmental relationships: Life savers in the career sea" (L. Dragoni & B. R. Ragins, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, New York City.
 70. *McCleese, C. S., & Eby, L. T. (April, 2007). How employees cope with hierarchical job content and double plateaus. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York City.
 71. *Kimbrough, A. B., & Eby, L. T. (March, 2007). Mentoring experiences of disabled

- employees: Antecedents and outcomes of mentoring functions received. Paper presented at the annual meeting of the Industrial Organizational/Organizational Behavior Student Conference, Indianapolis, IN.
72. Eby, L. T., *Durley, J. R., & *Evans, S. C. (August, 2006). Mentor's negative mentoring experiences with proteges: Scale development and nomological validation. Paper presented in the symposium "Problems in mentoring: Mentors' experiences, protege personality, and organizational implications" (E. Williams & L. T. Eby, Co-chairs) at the annual meeting of the Academy of Management, Atlanta, Georgia.
 73. Eby, L. T., *Durley, J., & *Evans, S. C. (August, 2006). The relationship between proximal mentoring benefits and distal mentoring outcomes. Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
 74. Eby, L. T. (May, 2006). Crossover effects and role reversal: Gender and the trailing spouse. Paper presented in the symposium "The intersection of work and family roles: A crossover and dyadic perspective" (T. D. Allen, Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 75. Eby, L. T., & Rhodes, J. (May, 2006). Integrating mentoring research across contexts. Paper presented in the symposium "Mentoring relationships across developmental contexts: Bridging multidisciplinary divides" (T. D. Allen, Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 76. *Evans, S. C., & Eby, L. T. (May, 2006). Positive and negative mentoring experiences: Impact on protege outcomes. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 77. Allen, T. D., & Eby, L. T. (May, 2006). Formal workplace mentoring relationships: The importance of mentor commitment. Paper presented in the symposium "Mentoring relationships across developmental contexts: Bridging multidisciplinary divides" (T. D. Allen, Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 78. *O'Brien, K. E., *Lentz, E. M., Allen, T. D., & Eby, L. T. (May, 2006). Methods used to study mentoring: Review and future research implications. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 79. *Ng, T. W., *Sorensen, K. & Eby, L. T. (May, 2006). Locus of control and work, career, and personal outcomes. Paper at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 80. *Lambert, T. A., *Nemeth, Y. M., *Daniell, S. L., *Strang, S. E., Eby, L. T., & Casper, W. J. (May, 2006). A review of several measurement issues in work-family conflict research. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 81. Eby, L. T., *Lockwood, A., & *Butts, M. (November, 2005). Organizational support for mentoring: A multiple perspectives approach. Paper presented at the annual meeting of the Southern Management Association, Charleston, SC.
 82. *Weatherly, E. W., Riordan, C. M., & Eby, L. T. (November, 2005). Early career interactions: Learning through information acquisition and relationship building. Paper presented at the annual meeting of the Southern Management Association, Charleston,

- SC. [Awarded the Michael J. Driver Award for Best Careers Paper in the Regions by the Careers Division of the Academy of Management; Awarded Best Paper from the Human Resources Division, Southern Management Association]
83. Eby, L. T., *Evans, S. C., & *Durley, J. (April, 2005). Individual, dyadic, and organizational predictors of mentors' problems with protégés. Paper presented in the symposium "Applications and extensions of relative importance statistics in organizational research" (J. M. LeBreton & J. L. Senter, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
 84. *Yanchus, N., Eby, L. T., & *Drollinger, S. (April, 2005). The impact of emotional labor on work-family balance outcomes. Paper presented in the symposium "New theoretical approaches linking the work-family interface with OHP" (J. L. Barnes-Farrell & R. A. Matthews, Co-Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
 85. *Butts, M., Eby, L. T., & *McCleese, C. (April, 2005). The role of emotional stability in hierarchical decision-making teams. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
 86. *Kimbrough, A., B., & Eby, L. T. (April, 2005). The role of protégé disability and competence in mentoring relationships. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
 87. *McCleese, C., & Eby, L. T. (April, 2005). Reactions to plateaus: Examining role ambiguity and distance from career goals. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
 88. Eby, L. T., *Durley, J., *Evans, S. (April, 2005). What predicts the benefits of mentoring for mentors? Paper presented in the symposium "Benefits of mentoring for mentors: New directions in research" (L. T. Eby & *J. Durley, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
 89. Eby, L. T., *Lockwood, A., & *Butts, M. M. (August, 2004). Organizational support for mentoring. Paper presented at the annual meeting of the Academy of Management, New Orleans, Louisiana.
 90. Allen, T. D., Eby, L. T., & *Lentz, E. (August, 2004). Formal mentoring program design features related to mentoring behavior and mentorship quality. Paper presented at the annual meeting of the Academy of Management, New Orleans, Louisiana. [Awarded Best Applied Paper from the Careers Division of the Academy of Management]
 91. Eby, L. T. & *Lockwood, A. (April, 2004). Mentors' and protégés' reactions to participating in a formal mentoring program: A qualitative inquiry. Paper presented in the symposium "Formal mentoring programs: Bridging the gap between research and practice" (T. Allen, Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
 92. Eby, L. T., Casper, W., *Lockwood, A., *Bordeaux, C., & *Brinley, A. (April, 2004). A review and synthesis of 20 years of IO/OB work and family research. Paper presented in the symposium "Coming of age: The new era of work-family research" (L. T. Eby & S. Carr, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

93. Casper, W., Eby, L. T., *Lockwood, A., *Bordeaux, C., *Brinley, A., & *Evans, S. (April, 2004). Where have we been? Reviewing research methods in IO and OB work-family research. Paper presented in the symposium "Coming of age: The new era of work-family research" (L. T. Eby & S. Carr, Co-Chairs) at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
94. *Lambert, T., Eby, L. T., & *Payton, M. (April, 2004). Predictors of networking intensity and quality among white-collar job seekers. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
95. Allen, T. D., Eby, L. T., & *Lentz, E. (April, 2004). The relationship between formal mentoring program characteristics and program outcomes. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
96. Allen, T. D., & Eby, L. T. (November, 2003). Factors related to effective mentorships. Paper presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.
97. *Payton, M., *Lambert, T., & Eby, L. T. (April, 2003). Predictors of networking quality among recently laid-off employees. Poster session presented at the Annual Georgia State University Psychology Undergraduate Research Conference, Atlanta, GA.
98. Eby, L. T., *Butts, M., *Lockwood, A. (April, 2003). Predictors of success in the era of the boundaryless career. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
99. Eby, L. T., *Lockwood, A., *Butts, M., & *Brinley, A. (April, 2003). Predictors of negative mentoring experiences from the protégé's perspective. Paper presented in the symposium "Mentoring as a means of employee development" (T. Allen, Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
100. *Lockwood, A., Eby, L. T., *Munoz., C., & *Michels, L. (April, 2003). Same-sex and cross-sex mentoring relationships: Toward an understanding of the interpersonal qualities underlying these relationships. Paper presented in the symposium "Mentoring as a means of employee development" (T. D. Allen, Chair) at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
101. Eby, L. T., *Lockwood, A., *Butts, M., & *Simon, S. A. (November, 2002). The development of a measure of negative mentoring experiences from the protégé's perspective. Paper presented at the annual meeting of the Southern Management Association, Atlanta, Georgia. [Awarded Carson Hall Best Regional Paper Award, Southern Management Association]
102. Eby, L. T., Allen, T. D., & *Brinley, A. (November, 2002). The relationship between career management practices and career-related attitudes: A symbolic action perspective. Paper presented at the annual meeting of the Southern Management Association, Atlanta, Georgia.
103. *Lockwood, A., Casper, W. J., & Eby, L. T. (August, 2002). A review of the work-family literature: Where we've been and where we need to go. Paper presented in the symposium "Emerging directions in work and family research" (W. Casper, Chair) at the annual meeting of the American Psychological Association, Chicago, Illinois.
104. Allen, T. D., Eby, L. T., Poteet, M. L., & *Lentz, E. (2002, April). Outcomes associated with

- mentoring protégés: A meta-analysis. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
105. Jacobs, J. D., Eby, L. T., & *Butts, M. (2002, April). The role of justice in litigation decisions. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
106. *Johnson, D. C., & Eby, L. T. (2002, April). Evaluating factors affecting traditional career success with a not-so-traditional sample. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
107. Eby, L. T., & McManus, S. E. (2002, April). Protégés most positive mentoring experience. Paper presented in the symposium, "Underlying processes responsible for beneficial mentorships: Implications of emerging research (R. Day & T. D. Allen, Co-Chairs). Annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
108. *Johnson, C. D., & Eby, L. T. (2001, August). What difference does it make? Assessing the relative importance of factors affecting traditional and contemporary career success of African American men. Paper presented at the 2001 annual meeting of the Academy of Management, Washington, DC.
109. Eby, L. T., Allen, T. D., *Noble, C. L., & *Lockwood, A. (2001, April). HR practices and family structure: Decision-makers' actions toward singles and single parents. Paper presented at the 2001 annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
110. *Noble, C. L., Eby, L. T., & *Lockwood, A. (2001, April). Attitudes toward working single parents: The development of a measure. Paper presented at the 2001 annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
111. Eby, L. T., *Baxter, D., *Meade, A. W., *Cader, J. (2000, August). A methodological investigation of the validity of self-report data in the study of group behavior. Paper presented at the annual meeting of the Academy of Management, Toronto, Canada.
112. Eby, L. T., Allen, T. D., & *Noble, C. L. (2000, April). Cognitive prototypes of the "ideal employee" for job-related relocation. In L. T. Eby (Chair), "Examining work and family research through a methodological lens". Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
113. Casper, W. J., & Eby, L. T. (2000, April). Applying innovative research methodologies and data analysis techniques to work-family research. In L. T. Eby (Chair), "Examining work and family research through a methodological lens". Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
114. *Simon, S., & Eby, L. T. (2000, April). A typology of dysfunctional mentoring experiences: A multidimensional scaling study. In T. D. Allen (Chair), "Effective mentoring relationships: From dysfunctional to function and everything in between." Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
115. *Meade, A. W., & Eby, L. T. (2000, April). Testing the empirical distinction between self-efficacy, collective efficacy, and team potency. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

116. *Noble, C. L., & Eby, L. T. (2000, March). Organizational citizenship behavior and performance appraisal: The moderating influence of race. Paper presented at the 23rd annual Psi Chi Convention for the Behavioral Sciences, Athens, Georgia.
117. *Douthitt, S. S., Eby, L. T., & *Simon, S. A. (1999, November). Receptiveness to differences: An important individual difference variable in the understanding of team dynamics and performance. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.
118. Eby, L. T. (1999, August). How employee job transitions affect employment outcomes for accompanying spouses. In H. Gunz (Chair), "Understanding the dynamics and complexities of work transitions: A journey into the pluralistic world of individual change and development." Showcase symposium conducted at the meeting of the Academy of Management, Chicago, Illinois.
119. Eby, L. T. & Allen, T. D. (1999, August). Proteges' negative mentoring experiences: Frequency of occurrence, perceived impact, and effects on psychological and career-related outcomes. In S. E. McManus & J. E. A. Russell (Co-Chairs), "The good, the bad, and the ugly: Diverse perspective on mentoring in organizations". Symposium conducted at the meeting of the Academy of Management, Chicago, Illinois.
120. McManus, S. E., Eby, L. T., & Russell, J. E. A. (1999, August). Stormy weather: Dysfunctional mentoring experiences from the mentor's perspective. In S. E. McManus & J. E. A. Russell (Co-Chairs), "The good, the bad, and the ugly: Diverse perspective on mentoring in organizations." Symposium conducted at the meeting of the Academy of Management, Chicago, Illinois.
121. Eby, L. T., *Douthitt, S. S., *Noble, C., *Atchley, K. P., & Ladd, R. T. (1999, April). Managers' reactions to employees' requests for spouse employment assistance. Paper presented at the meeting of the Society for Industrial and Organizational Psychology.
122. Eby, L. T. (1999, April). Examining time-based work-family conflict "in context": The experiences of 528 recently relocated male and female employees. In L. C Buffardi (Chair), "Work-family conflict and the influence of perceived organizational support." Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
123. *Cader, J., Eby, L. T., *Noble, C., & *Hendrix, A. (1999, April). Self-monitoring and leader emergence: A perceptual not a behavioral process. Presented at the meeting of the Society for Industrial and Organizational Psychology.
124. *Douthitt, S. S., Eby, L. T., *Simon, S. A., & *McLendon, C. (1999, April). Development and validation of a measure of diversity of life experiences. Presented at the meeting of the Society for Industrial and Organizational Psychology.
125. Langan-Fox, J., Code, S., Eby, L. T., & Langfield-Smith, K. (1999, April). Teams, managers and experts in context: Unstructured-structured tasks, task difficulty, and strategies. In E. Sundstrom (Chair), "Work team effectiveness: Recent studies of context and composition." Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
126. Eby, L. T., McManus, S., *Simon, S. A., & Russell, J. E. A. (1998, November). Does every silver lining have a cloud? A study of dysfunctional mentoring experiences. Paper

- presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
127. Eby, L. T., *Meade, A., *Cader, J., *Douthitt, S. S., *Parisi, A. G., & *Hendrix, A. (1998, November). The relationship between mental models for teamwork, team processes, and outcomes: An empirical investigation. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
 128. *Parisi, A. G., Eby, L. T., & *Sinoway, B. (1998, November). Predictors of satisfaction with team-based rewards and the signals team-based rewards send. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
 129. Eby, L. T. & Russell, J. E. A. (1998, August) Employee willingness to engage in intra-organizational relocation: An integration and replication. Paper presented at the meeting of the Academy of Management, San Diego, California.
 130. *Stanley, S. A., *Johnson, C. D., *Douthitt, S., Eby, L. T., & Thomas, K. M. (1998, May) The effects of openness, resiliency, and quality of the mentoring relationship on success in a mentoring program. Paper presented at the Psi Chi Convention for the Behavioral Sciences, Athens, GA.
 131. *Parisi, A. G., & Eby, L. T. (1998, May). An integrative theoretical framework for understanding team reward allocation preferences. Paper presented at the Advanced Concepts Conference on Work Teams, Denton, Texas.
 132. Eby, L. T., *Meade, A., *Parisi, A. G., *Douthitt, A., & *Midden, P. (1998, April). Measuring mental models for teamwork at the individual- and team-level. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 133. Eby, L. T., & DeMatteo, J. S. (1998, April). When the type of move matters: Employees' reactions to job-related relocation. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 134. Allen, T. D., Eby, L. T., *Douthitt, S., & *Noble, C. (1998, April). The effect of gender and family structure on perceived relocation commitment and resistance. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
 135. Eby, L. T., *Douthitt, S., Allen, T. A., & *Matthews, J. (1997, November). (Not so) subtle bias in evaluating the suitability of individuals for jobs requiring relocation: A laboratory and field study. Paper presented at the meeting of the Southern Management Association. [Awarded Outstanding Paper, Human Resources Division, Southern Management Association; Awarded Division F Post-Graduate Research Award, Georgia Psychological Association]
 136. Eby, L. T. (1997, August). Alternative forms of mentoring in changing organizational environments: A conceptual extension of the mentoring literature. In J. E. A. Russell and S. McManus (Chairs) "Mentoring in changing organizations: New theoretical directions." Symposium conducted at the meeting of the Academy of Management, Boston, Massachusetts.
 137. DeMatteo, J. S., & Eby, L. T. (1997, August) Who likes team rewards? An examination of individual difference variables related to satisfaction with team-based rewards. Paper presented at the meeting of the Academy of Management, Boston, Massachusetts. [Awarded Best Student Paper, Human Resources Division, Academy of Management]

138. Eby, L. T., Adams, D. M., & Russell, J. E. A. (1997, April) Severance practices in organizations: Protecting employee rights during downsizing. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
139. Adams, D. M., Eby, L. T., & Russell, J. E. A. (1997, April). The role of job search in understanding employees' turnover intentions. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
140. Eby, L. T., Allen, T. A., & *Powell, S. D. (1996, November). Balancing career opportunities and career setbacks: Employees' and spouses' perspectives on relocation. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
141. Adams, D. M., Eby, L. T., Russell, J. E. A. (1996, August). The impact of implementing teams on attitudes, effectiveness, and customer orientation. Paper presented at the meeting of the American Psychological Association, Toronto, Canada.
142. Eby, L. T., Freeman, D. M., & Rush, M. C. (1996, April). Organizational commitment via competence: A meta-analytic structural equations model. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychology, San Diego, California.
143. Eby, L. T., Adams, D. M., Russell, J. E. A., & *Gaby, S. G. (1996, April). Factors related to readiness for change to team-based sales. Paper presented at the meeting for the Society for Industrial and Organizational Psychology, San Diego, California.
144. DeMatteo, J. S., Eby, L. T., & Sundstrom, E. S. (1995, August). Team reward systems: Current empirical evidence and next steps. Paper presented at the meeting of the Academy of Management Vancouver, British Columbia.
145. Atchley, K. P., & Eby, L. T. (1995, August). Workplace attitudes towards AIDS: Scale development and factor analytic investigation. Paper presented at the meeting of the American Psychological Association, New York City, New York.
146. Eby, L. T., & Dobbins, G. H. (1995, May). An individual and group analysis of preferences for working in teams. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
147. Eby, L. T., & DeMatteo, J. S. (1994, November). Beyond 'one size fits all' relocation assistance: A descriptive study of co-relocators in the 1990s. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
148. Russell, J. E. A., Atchley, K. P., Eby, L. T., & Fausz, A. (1994, November). White employees and managers attitudes toward diversity issues. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
149. DeMatteo, J. S., Eby, L. T., & *Tampasis, A. (1994, March). The differential effects of sex and sex-role orientation on attitudes toward women. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.
150. Eby, L. T., & Buch, K. (1993, August). Socially responsible downsizing: Handling the dismissal process ethically. Paper presented at the meeting of the Society for Business Ethics, Atlanta, Georgia.
151. Russell, J. E. A., & Eby, L. T. (1993, August). Career assessment strategies for women in management. In B. Walsh (Chair), "Career Assessment for Women." Symposium conducted at the meeting of the American Psychological Association, Toronto, Canada.

152. Eby, L. T. (1993, March). Mobile marriages: A theoretical model of the dynamics of job related decisions to relocate. Paper presented at the Industrial/ Organizational and Organizational Behavior Graduate Student Conference, Toronto, Canada.
153. Eby, L. T., & Buch, K. (1993, March). The psychological and economic effects of involuntary white collar job loss. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.
154. Eby, L. T. (1992, May). A test of the Latack-Dozier model of career growth through job loss: Gender differences. Paper presented at the meeting of the North Carolina Psychological Association, Atlantic Beach, North Carolina.
155. Eby, L. T., & Buch, K. (1992, March). Gender differences in coping with involuntary white collar job loss. Paper presented at the meeting of the Southeastern Psychological Association, Knoxville, Tennessee.

Session Chair, Discussant, & Facilitator (*denotes student)

1. Hoffman, B., & Eby, L. (April, 2012). Beyond task performance: New research directions on OCB and CWB. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
2. *Sparks, T. E. & Eby, L. T. (Co-Chairs), (August, 2011). Workplace features and employee well-being: An occupational health perspective. Symposium presented at the annual meeting of the Academy of Management, Montreal, Canada.
3. Eby, L. T. (April, 2010). Mentoring: Baby I love your way. Facilitated poster session at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
4. Eby, L. T. (April, 2009). Mentoring schmentoring: Just kick me in the arse. Facilitated poster session at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
5. Eby, L. T. (April, 2008). Stop helping me – you are stressing me out. Facilitated poster session at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
6. *Fleig-Palmer, M. & Eby, L. T. (Co-Chairs). (April, 2008). Mentoring gone awry—When a “good thing” goes wrong. Panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
7. Eby, L. T. & *Evans, S. C. (Co-Chairs). (April, 2007). Cross-cultural perspectives on mentoring. Symposium Presented at the annual meeting of the Society for Industrial Psychology, New York City.
8. Eby, L. T. (April, 2007). Expanding the horizon of mentoring theory, research and practice. Presenter in knowledge incubator presented at the annual meeting of the Society for Industrial Psychology, New York City.
9. Williams, E. & Eby, L. T. (Co-chairs). (August, 2006). Problems in mentoring: Mentors’ experiences, protégé personality, and organizational implications. Symposium presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
10. Ainspan, N. & Eby, L. T. (Co-chairs). (May, 2006). Mentoring: Extending research and practice to under-utilized workforce populations. Panel discussion presented at the annual

- meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
11. Eby, L. T., & *Durley, J. (Co-Chairs). (April, 2005). Benefits of mentoring for mentors: New directions in research. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
 12. Eby, L. T. & *Carr, S. (Co-Chairs). (April, 2004). Coming of age: The new era of work-family research. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
 13. Allen, T. D. (Chair). (April, 2003). New directions in work-family conflict research. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida. Eby, L. T. (Discussant).
 14. Eby, L. T. (Chair). (August, 2001). Expert panel on innovative qualitative and quantitative methods applicable to careers research. Professional Development Workshop conducted at the annual meeting of the Academy of Management, Washington, DC.
 15. Eby, L. T. (Chair). (August, 2001). Balancing life and career spheres: An interactive workshop focusing on personal development. Professional Development Workshop conducted at the annual meeting of the Academy of Management, Washington, DC.
 16. Eby, L. T. & *Noble, C. L. (Co-Chairs) (April, 2001). New developments in research on family-related HR policies and practices: Beyond Ward and June. Symposium presented at the annual meeting of the Society for Industrial and Organizational psychology, San Diego, CA.
 17. Time to work, time to live: Balance and imbalance revisited (2000, August). Eby, L. T. (Discussant). Symposium presented at the annual meeting of the Academy of Management, Toronto, Canada.
 18. Johnson, C. D., Frye, C. M., & Wise, P. G. (Co-Chairs). (2000, April). Linking career-related constructs with personality Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana. Eby, L. T. (Discussant).
 19. Eby, L. T. (Chair). (2000, April) Examining work and family research through a methodological lens. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
 20. Eby, L. T. (Chair). (1998, August). Contemporary social issues impacting HR practice. Session conducted at the annual meeting of the Academy of Management, San Diego, California.
 21. K. M. Thomas (Chair). (November 1996). "Work/Family conflict: A question of class, race and/or gender?" Roundtable discussion at Agenda for the 21st Century Labor Force: Implications of Changing Family Structure, Diversity, and Jobs. Sponsored by the Kunz Center for the study of Work and Family, Cincinnati, Ohio. L. T. Eby (Discussant).

Technical Reports (*denotes student co-author)

1. Eby, L. T., *Birkelbach, D., *Kinkade, K., *Maher, C., Rothrauff, T. C., *Sauer, J., & *Sparks, T. (2010). Project MERITS I final year summary report. University of Georgia Institute for Behavioral Research.

2. Eby, L. T., *Birkelbach, D., *Kinkade, K., *Maher, C., Rothrauff, T. C., *Sauer, J., & *Sparks, T. (2010). Project MERITS II Year 3 summary report. University of Georgia Institute for Behavioral Research.
3. Eby, L. T., *Burk, H., *Birkelbach, D., *Sauer, J., *Sparks, T., & *Curtis, S. (2009). Project MERITS II Year 2 summary report. University of Georgia Institute for Behavioral Research.
4. Eby, L. T., *Burk, H., *Birkelbach, D., *Sauer, J., *Sparks, T., & *Curtis, S. (2009). Project MERITS I Year 3 summary report. University of Georgia Institute for Behavioral Research.
5. Eby, L. T., *Baranik, L., & Burk, H. (2009). Project MERITS II Year 1 summary report: Phoenix House Counselor Data. University of Georgia Institute for Behavioral Research.
6. Eby, L. T., Owen, C., *Baranik, L., & *Curtis, S. (2009). Project MERITS II Year 1 summary report. University of Georgia Institute for Behavioral Research.
7. Eby, L. T., *Baranik, L., *Burk, H., *Maher, C., *Curtis, S., & Owen, C. (2008). Project MERITS I Year 2 summary report. University of Georgia Institute for Behavioral Research.
8. Eby, L. T., *McCleese, C. S., *Baranik, L., & Owen, C. (2007). Project MERITS Year 1 summary report. University of Georgia Institute for Behavioral Research.
9. Eby, L. T., *Durley, J. R., *Evans, S. E., & *Shockley, K. (2004). An analysis of mentoring at the University of Georgia. Technical report prepared for Vice President for Human Resources, University of Georgia.
10. Eby, L. T. & Allen, T. D. (2003). Negative mentoring experiences amongst Navy personnel. Technical report prepared for the U.S. Army Research Office Scientific Services Program. Contract No. DAAD19-02-D-001.
11. Allen, T. D., & Eby, L. T. (2003). Factors related to effective mentorships in the Navy. Technical report prepared for the U.S. Army Research Office, Scientific Services Program.
12. *Lambert, T. A., & Eby, L. T. (2003). Feedback report: Career transition experiences survey. Technical report prepared for Right Management and ING Americas, Inc., Atlanta, GA.
13. Thomas, K. M., & Eby, L. T. (2003). Final report: Evaluation of the formal mentoring program at BellSouth. Technical report prepared for BellSouth, Atlanta, GA.
14. Thomas, K. M., & Eby, L. T. (2003). Final report: Evaluation of the formal mentoring program at the American Cancer Society. Technical report prepared for the American Cancer Society, Atlanta, GA.
15. Allen, T. D., *Lentz, E., *Ottinot, R. C., & Eby, L. T. (2003). An evaluation of the formal mentoring process at Shell. Technical report prepared for Shell, Houston, TX.
16. *Lentz, E., *Ottinot, R. C., Allen, T. D., & Eby, L. T. (2003). The Shell SEPCo formal mentoring process. Technical report prepared for Shell SEPCo division, Houston, TX.
17. Allen, T. D., *Lentz, E., *Ottinot, R. C., *Day, R., & Eby, L. T. (2003). Benchmarking study for the formal mentoring process at Shell. Technical report prepared for Shell, Houston, TX.
18. Eby, L.T., *Lockwood, A., *Butts, M., & *Brinley, A. (2002). Feedback report on the career experiences study. Career Planning and Placement, The University of Georgia.
19. Thomas, K. M., & Eby, L. T. (1999). Summary report: Program Evaluation of the Center for Undergraduate Research Opportunities (CURO). Honors Program, The University of Georgia.

20. Russell, J. E. A., Eby, L. T., & Fausz, A. T. (1996). L. M. Berry and Company prototype assessment results. Technical report prepared for L. M. Berry and Company's top management staff, Columbus, OH.
21. Russell, J. E. A., Eby, L. T., & Adams, D. M. (1995). L. M. Berry and Company Gulf Coast division attitude survey results. Technical report prepared for L. M. Berry and Company's division management staff, New Orleans, LA.
22. Russell, J. E. A., Eby, L. T., & Adams, D. M. (1995). L. M. Berry and Company Kentucky division attitude survey results. Technical report prepared for L. M. Berry and Company's division management staff, Louisville, KY.
23. Valuing the dual-career workforce (1995). Internally published report highlighting results of The University of Tennessee's Relocation Issues Study, Eby, L. T. (principal researcher).
24. Eby, L. T. (1995). Organizational results of the University of Tennessee's Relocation Issues Study. Organization-specific technical reports prepared for the following organizations: General Motors, BP America, Shell Oil, Sears Merchandising Group, AT&T Global Information Solutions, Johnson & Johnson, Federal Express, Compaq Computers, Chase Manhattan Bank, Southwestern Bell, TransAlta Pipelines, Mead Paper Corp., Carolinas Medical Center, Bridgestone-Firestone, Michigan National Bank, L. M. Berry & Company, Smith-Nephew Surgical Products, Diamond Shamrock, PRAXAIR, Northern Telecom, PanCanadian Petroleum, Kemet Electronics, Farm Credit Corporation, Reynolds & Reynolds, Pennzoil.
25. Eby, L. T. (1994). Results of the University of Tennessee's Relocation Issues Study. Technical report prepared for Right Associates corporate management team, Philadelphia, PA.
26. Russell, J. E. A., Atchley, K. P., Eby, L. T., & Fausz, A. T. (1994). A survey of attitudes for the City of Oak Ridge. Technical report prepared for the City of Oak Ridge top management team, Oak Ridge, TN, 57.
27. Russell, J. E. A., Eby, L. T., & Fausz, A. T. (1994). L. M. Berry and Company Middle Tennessee division attitude survey results. Technical report prepared for L. M. Berry and Company's division management staff, Nashville, TN.

Editorial Service

Associate Editor, *Personnel Psychology* (2007-2010)

Editorial Board

Journal of Applied Psychology (2010-present)
Personnel Psychology (2004-2007, 2010-2013)
Journal of Vocational Behavior (2001-2010)
Group and Organization Management (2003-2007)
Journal of Organizational Behavior (2002-2006)

Ad Hoc Reviewing

Academy of Management Journal
Academy of Management Review

Journal of Management
Journal of Occupational Health Psychology
Organizational Research Methods
Journal of Substance Abuse Treatment
Nicotine and Tobacco Research
Applied Psychology: An International Review

Grant Reviewing

National Institute of Health, Office of Extramural Research, Center for Scientific Review. Health Services Organization and Delivery (HSOD) Study Section. Bethesda, Maryland (2012-2016, permanent member)

National Institute of Health, Office of Extramural Research, Center for Scientific Review. Health Services Organization and Delivery (HSOD) Study Section. Bethesda, Maryland (2010 ad hoc member)

National Institute of Health, Office of Extramural Research. Study Section NIDA-F, Health Services Research Subcommittee. Bethesda, Maryland (2006-2007 ad hoc member, 2007-2010 permanent member)

Israel Science Foundation (2003, ad hoc member)

Economic and Social Research Council (2000, ad hoc member)

Other Reviewing

Reviewed J. L. Farr & M. Tippins (Eds.). Handbook of personnel selection. Psychology Press/Routledge.

Reviewed J. Greenhaus, G. Callanan, & V. Godshalk, Career management (4th ed.). Thousand Oaks, Sage.

Reviewed several book chapters for W. Bennett, C. E. Lance, & D. J. Woehr (Eds.) Performance measurement: Current perspectives and future challenges. Mahwah, NJ: Lawrence Erlbaum.

TEACHING EXPERIENCE, MENTORING & RESEARCH SUPERVISION

UNIVERSITY OF INNSBRUCK, INNSBRUCK, AUSTRIA (SUMMER 2004, SUMMER 2006, SUMMER 2008, SUMMER 2010, SUMMER 2012)

Visiting Faculty with the University of New Orleans Study Abroad Program

Teaching: Undergraduate Program

PSYC 1000 (Introduction to Psychology), PSYC 4510 (Personality), PSYC 4530 (Abnormal Psychology)

UNIVERSITY OF GEORGIA (1996-present)

Professor, Applied Psychology Program, Department of Psychology

Teaching: Ph.D. Program

PSYC 8980: Advanced Applied Industrial Psychology - Fall 2003, Fall 2005, Fall 2008, Fall 2010, Fall 2012

PSYC 8980: Work Teams - Fall 1996, Spring 1999, Spring 2001

PSYC 8980: Training & Career Development - Winter 1998, Spring 2000

PSYC 614: Seminar in Industrial & Organizational Psychology (Overview of Industrial & Organizational Psychology) - Fall 1997

PSYC 6140/6310: Seminar in Industrial Psychology (Overview of Industrial Psychology) – Spring 1999, Fall 1999, Fall 2000, Fall 2001, Fall 2002, Fall 2003, Fall 2004, Fall 2005, Fall 2006, Fall 2007, Fall 2009, Fall 2011

Teaching: Undergraduate Program

PSYC 1101: Introductory Psychology – Fall 2004, Spring 2005, Spring 2006, Fall 2007

PSYC 490A/5100: Training & Career Development - Winter 1998, Spring 1999, Fall 1999, Spring 2001

PSYC 377/4230: Psychology of the Workplace - Winter 1997, Fall 1997, Spring 2000

PSYC 357/4210: Psychological Testing – Spring 1997, Fall 2000, Spring 2002, Fall 2002, Spring 2003, Spring 2004

PSYC 3030: Careers in Psychology – faculty mentor for Fall 2002- present

Teaching: Split-level Graduate and Undergraduate

PSYC 5100/8980: Applied Training & Development – Spring 2002, Spring 2004

Academic Advising Responsibilities:

Responsible for advising approximately 20-25 undergraduates per semester from 1996-2001

Currently responsible for advising masters and Ph.D. students

UNIVERSITY OF GEORGIA (2000-2010)

Executive MBA Program, Terry College of Business

- *Faculty member and executive coach (2000-2010)*

Responsible for teaching sessions on conflict management in the executive MBA program. Also responsible for interpreting individual assessments, assisting with goal setting, and developing individualized development plans with executive MBAs.

- *Faculty coordinator for EMBA 7410 (2005-2010)*

Serve as faculty coordinator for “Skills and perspectives for effective leadership.” Responsible for curriculum design for the course which includes a 1 week intensive residency and subsequent distance learning. Specific responsibilities include teaching modules in the week-long residency, selecting faculty instructors, and managing the executive coaching for incoming EMBA students (selecting and training coaches, overseeing the development and execution of personal leadership development plans for 65+ EMBA students annually).

Institute for Leadership Advancement, Terry College of Business

- *Leadership Certificate Program (Spring 2004)*

Taught ILAD 5100 “Leading from within” in the Leadership Certificate Program, a joint program sponsored by the Terry College of Business and the College of Arts & Sciences. The goal of this program is to enhance the leadership capabilities of students from across

the University of Georgia.

- *Instructor, Georgia Leadership Institute Executive Leadership Program (Fall 2005, Spring 2006, Fall, 2006, Spring 2007, Fall 2007, Spring 2008)*
Taught module on conflict management and served as an executive coach for state government executives.
- *Instructor and Superarea Coach, Waffle House (Spring 2005-Fall 2005)*
Taught modules on conflict management and work teams for a customized leadership development program for *Waffle House*. Provided executive coaching to 3 executives and on-going coaching support to one regional group consisting of 40+ restaurants. Provided training on conflict management with other Waffle House regions on an add-needed basis and conducted a validity study to improve the selection of sales associates in the superarea.

Research Supervision

1. Dissertations: Chair

Charleen Maher (in progress)
Hannah Burk (in progress)
Sara Curtis (December, 2012)
Lisa Baranik (August, 2009)
Carrie McCleese (August, 2008)
Andi Kimbrough (December, 2007)
Sarah Evans (August, 2007)
Marcus Butts (June, 2007)
Angie Lockwood (December, 2006)
Jaime Durley (December, 2006)
Tracy Lambert (May, 2006)
Carrie Noble Byrum (May, 2006)
Jailza S. Cader (December, 2001)
Shana A. Simon Stukalsky (December, 2001)
Shane Douthitt (December, 2000)
C. Douglas Johnson (May, 2000)

2. Dissertations: Committee Member

Lindsay Johnson (in progress)
Lauren Wood (in progress)
Carol Isaac MacKusick (Nursing, Georgia State University, in progress)
Adela Chen (Management Information Systems, May 2011)
Myungweon Choi (Lifelong Education, Administration, & Policy, May 2011)
Kecia Bingham (December, 2009)
Thomas Ng (August, 2006)
WeiWei Yang (May, 2006)
Cristina Williams (December, 2004)

Amy J. Montagliani (May, 2003)
Marsha B. Welles (May, 2002)
Chris Sarabia (May, 2002)
Adam W. Meade. (May, 2001)
Bridget E. Boyle (May, 2001)
Lesley Perkins (May, 2001)
Christopher J. Marino (August, 2000)
Laura Wolfe (December, 1999)
William Newbolt (December, 1999)
Richelle B. Southwick (May, 1998)

3. Masters Theses: Chair

Melissa Mitchell (in progress)
Lindsay Brown (in progress)
Katie Kinkade (in progress)
Julia Sauer (May, 2012)
Charleen Mayer (August, 2011)
Hannah Burke (May 2010)
Sara Curtis (August 2009)
Carrie McCleese (May, 2006)
Sarah Evans (December, 2005)
Andi Brinley (December, 2004)
Tracy Lambert (December, 2003)
Marcus Butts (December, 2003)
Angie Lockwood (December, 2002)
Carrie L. Noble (May, 2002)
Shana Simon (May, 1999)
Shane S. Douthitt (December, 1998)
Adam W. Meade (June, 1998)

4. Masters Theses: Committee Member

Cavan Grey (in progress)
Stefanie Beck (May, 2012)
Rebecca Eckart (May, 2012)
Lauren Wood (May, 2011)
Ashley Morrison (December, 2009)
Sean Baldwin (August 2009)
Liz Scharlau (December, 2007)
Beth Hoffman (May, 2007)
Sabrina Drollinger (December, 2006)
Matthew Harrison (December, 2005)
Kecia Bingham (August, 2004)
Mandy Gray (December, 2003)

Eric C. Popp (May, 2002)
Leslie Coulter (August, 2000)
Kyle Brink (August, 2000)
Krissy Morrow (August, 2000)
Dirk Baxter (December, 1999)
Mary Alice Crowe-Taylor (May, 1999)
Kenneth Sabatini (May, 1999)
C. Douglas Johnson (December, 1998)
Christina Sarabia (December, 1998)

5. Doctoral Qualifying Examination Committees: Chair

Katie Kinkade (in progress)
Julie Sauer (in progress)
Charleen Maher – completed 2011
Hannah Burk – completed 2010
Sara Curtis – completed 2010
Carrie McCleese – completed 2006
Sarah Evans – completed 2006
Andi Brinley – completed 2005
Jaime Durley – completed 2004
Tracy Lambert – completed 2004
Marcus Butts – completed 2004
Angie Lockwood – completed 2003
Carrie Noble – completed 2002
Beverly Sinoway - completed 2000
Shana Simon - completed 2000
Shane S. Douthitt - completed 1999
C. Douglas Johnson - completed 1999
Jailza Cader - completed 1999

6. Doctoral Qualifying Examination Committees: Committee Member

Stefanie Beck – completed 2012
Rebecca Eckart – completed 2012
Lauren Wood – completed 2011
Lyndsey Johnson – completed 2011
Sean Baldwin – completed 2010
Taylor Sparks – completed 2010
Pablo Gora – completed 2010
Brian Dawson – completed 2009
Liz Scharlau – completed 2008
Beth Bynam – completed 2008
Sabrina Drollinger – completed 2008
Lisa Baranik – completed 2007

Brian Roote – completed 2007
Darrin Grelle – completed 2006
Starr Daniell – completed 2006
Kelly Sorensen – completed 2006
Lauren Harris – completed 2006
Kecia Bingham – completed 2006
Thomas Ng – completed 2005 (Management)
Weiwei Yang – completed 2005
Lawrence Michels – completed 2005
Kecia Bingham – completed 2005
Yvette Nemeth – completed 2004
Cristina Williams completed 2003
Mandy Gray – completed 2003
Priscilla Holman – completed 2002 (Health Promotion & Behavior)
Kyle Brink - completed 2001
Scott Mondore - completed 2001
Kenneth Sabatini – completed 2000
Sarah Stanley - completed 2000
Janet Hecht - completed 2000
Adam Meade - completed 1999
Amy Montagliani - completed 1999
Lesley Perkins – completed 1999
Anthony Parisi - completed 1998
Marsha Bewley - completed 1998

7. Undergraduate Research Supervision

Supervised 2 undergraduates enrolled in 6 semester credit hours of supervised research (PSYC 4960H) for academic year 2012-2013
Supervised 5 undergraduates enrolled in 15 semester credit hours of supervised research (PSYC 4800) for academic year 2011-2012
Supervised 3 undergraduates enrolled in 9 semester credit hour of supervised research (PSYC 4800) for academic year 2008-2009
Supervised 1 undergraduate enrolled in 3 semester credit hours of supervised research (PSYC 4800) for academic year 2006-2007
Supervised 4 undergraduates enrolled in a total of 12 (semester) credit hours of supervised research (PSYC 4800) for academic year 2005-2006
Supervised 1 undergraduate enrolled in a total of 3 (semester) credit hours of supervised research (PSYC 4800) for academic year 2003-2004
Supervised 1 undergraduate enrolled in a total of 6 (semester) credit hours of supervised research (HONS 4960, HONS 4970) for academic year 2002-2003
Supervised 1 undergraduate enrolled in a total of 2 (semester) credit hours of supervised research (PSYC 4800) for the academic year 2002-2003

Supervised 3 undergraduates enrolled in a total of 8 (semester) credit hours of supervised research (PSYC 4800) for the academic year 2000-2001

Supervised 7 undergraduates enrolled in a total of 21 (semester) credit hours of supervised research (PSYC 4800) for the academic year 1999-2000

Supervised 3 undergraduates enrolled in a total of 20 (quarter) credit hours of supervised research (PSYC 400) for the academic year 1997-1998

Supervised 2 undergraduates enrolled in a total of 15 (quarter) credit hours of supervised research (PSYC 400) for the academic year 1996-1997

Grants and Contract Support for Students

National Institute of Drug Abuse (a division of the National Institutes of Health). 12-month research assistantship support for 2 doctoral students in the I-O Psychology Program (2010-2015)

National Institute of Drug Abuse (a division of the National Institutes of Health). 12-month research assistantship support for 2 doctoral students in the I-O Program (2009-2014)

National Institute of Drug Abuse (a division of the National Institutes of Health). 12-month research assistantship support for 2 doctoral students in the I-O Psychology Program (2006-2012)

Parking Services, The University of Georgia (Athens, GA). Contract work for 2 Ph.D. students to design and deliver training on a new performance appraisal system

Naval Air Warfare Training Systems Division (Orlando, FL). Contract work on negative mentoring experiences in the navy. Summer support for 1 graduate student and 1 undergraduate student

Right Management Associates (Atlanta, GA). Set-up a paid research-based internship for 1 doctoral student for Spring 2001. Student responsibilities include conducting a literature review and original data collection for a project examining the efficacy of outplacement services for displaced employees

Aetna U.S. Healthcare (Alpharetta, GA). Set-up 1 paid undergraduate internship position in the Learning and Performance Management Group. Student responsibilities include assisting with training-related projects and other organizational change projects (1998-2000)

Center for Undergraduate Research Opportunities (The University of Georgia). Funded grant through the Department of Education (FIPSE) \$3,000 stipend provided to 1 graduate student for summer 1998, summer 1999, & summer 2000

Right Management Associates (Philadelphia, PA). \$8,000 stipend provided to 3 doctoral students assisting with a nationwide survey of severance practices in organizations (September 1996-December 1997)

Other Mentoring Activities

Co-director, *Faculty Mentoring Program*, The Institute for Behavioral Research, University of Georgia (2011-present)

Jeremiah Warren (Spring 2012). Faculty mentor, *Young Dawgs Program*, Athens Clark Central

and the University of Georgia
Bride, Brian (2009-2014). *Substance abuse treatment with traumatized populations* (K01 DA024718).
National Institutes on Drug Abuse. (Lillian Eby, co-mentor)

SELECTED PROFESSIONAL AND CONSULTING EXPERIENCES

School of Law, University of Tennessee, Knoxville (2011)

Consultant

- Developed customized training and expert consultation on developing effective mentoring relationships for both mentors and protégés in the School of Law's formal mentoring program.

Provost's Office, University of Tennessee, Knoxville (2010)

Consultant

- Developed customized training and expert consultation on developing effective mentoring relationships for both deans and department heads and senior faculty.

Georgia Department of Transportation, Atlanta, Georgia (2009-2010)

Consultant

- Provided expert guidance on the development and implementation of a succession planning program within the department of transportation. Assisted with the design and training of a formal mentoring program to be used in conjunction with the succession planning program.

Institute for Continuing Judicial Education, State of Georgia (2005)

Instructor/Trainer

- Conducted training on conflict management for magistrates throughout Georgia as part of a continuing judicial education program.

BellSouth Inc., Atlanta, Georgia (2003)

Co-Investigator

- Conducted a formative evaluation of BellSouth's formal mentoring program using structured interviews from mentors and protégés

American Cancer Society, Atlanta, Georgia (2003)

Co-Investigator

- Conducted a formative evaluation of the American Cancer Society's formal mentoring program using structured interviews from mentors and protégés

Naval Air Warfare Training Systems Division, Orlando, Florida (2002-2003)

Primary Investigator

- Conducted applied research on negative mentoring experiences in the navy and predictors of effective mentoring relationships.

Right Associates, Philadelphia, Pennsylvania (2000-2001)

Psychometric Consultant

- Provided survey development, research design, data analysis, and data interpretation assistance on a nationwide survey of employment branding and recruitment.

The Honor's Program, The University of Georgia (1997-1999)

Evaluation Consultant, CO-PI for Evaluation Component

- Conducted a program evaluation for a nationally funded center for undergraduate research.
- Developed a quasi-experimental design to assess program effectiveness over time.
- Selected objective and subjective indicators of program effectiveness, developed multiple evaluation instruments, collected survey and archival data, analyzed evaluation data, and prepared technical report(s).

Right Associates, Philadelphia, Pennsylvania (1994-1998)

Project Consultant

- Provided technical assistance in the development of surveys for a nationwide study of severance practices in organizations.
- Responsible for statistical analyses, interfacing with regional offices to provide tailored feedback reports, and preparing overall research reports for the corporate staff.

Tennessee Assessment Center, Knoxville, Tennessee (1994-1996)

Selection Assessment Center, Assessor

- Responsible for assessing performance of managerial candidates in several assessment center exercises (In-Basket, Simulation, Leaderless Group Discussion, Case Analysis).
- Participated in consensus discussions and wrote developmental feedback reports.

Executive Master of Business Administration Program, The University of Tennessee (1994-1996)

Developmental Assessment Center, Assessor

- Responsible for assessing executive MBA students' performance in assessment center exercises (In-Basket, Simulation, Leaderless Group Discussion, Case Analysis).
- Served as a role player for the simulation exercise, participated in consensus discussions, and wrote developmental feedback reports.

Management Development Center, The University of Tennessee (1992-1996)

Trainer & Facilitator

- Conducted training programs and facilitated exercises assessing individual and group interpersonal skills, decision-making, and cognitive and behavioral styles.
- Participants were executives and managers from firms throughout the United States.

Tennessee Government Executive Institute, The University of Tennessee (1992-1996)

Facilitator

- Worked with managers and executives on individual and group exercises designed to assess interpersonal skills, group decision-making, and team building.
- Participants were executives and middle managers in Tennessee state government.

L. M. Berry and Company, Dayton, Ohio (1995-1996)

Training Coordinator and Trainer

- Responsible for coordinating a 6-person training team.
- Assisted in the development of 10 division-wide training modules and 6 manager modules (participant guides & trainer guides) for a sales organization transitioning to work teams and market segmentation. Sample topics covered in this training included *Managing the Psychological Transition to Teams, Stress and Time Management, Team Building, Giving and Receiving Feedback, New Leadership Orientation, Managing Productivity.*
- Conducted training for sales representatives, support staff, team leaders, and management.

Right Associates, Philadelphia, Pennsylvania (1993-1995)

Researcher & Project Consultant

- Managed and implemented a large-scale survey research project examining issues related to employee job-related relocation.
- Responsible for data collection, analysis, preparation of technical reports, executive summaries, and consultation for internal publications.

City of Oak Ridge, Oak Ridge, Tennessee (1993-1995)

Researcher & Trainer

- Assisted on a project assessing attitudes toward workplace diversity within all job functions of a mid-sized state government system.
- Responsible for the development and implementation of a diversity training program and preparation of research reports.
- Participants included hourly employees, first level managers, city executives and HR personnel.

BellSouth Advertising and Publishing Company, Atlanta, Georgia (1995)

Supervised Internship

- Involved in an organizational diagnosis of issues associated with a pending large-scale organizational restructuring.
- Responsible for developing assessment tools to measure employee and manager readiness for change to market segmentation and team-based sales, surveying employees, making comparisons across divisions, presenting findings to senior management, and providing recommendations to assist in the changeover to a team-based organizational culture.

L. M. Berry and Company, Knoxville, Tennessee (1993-1994)

Supervised Internship

- Conducted a program evaluation on a prototype business unit consisting of work teams.
- Responsible for the design of surveys and interviews, data analysis, preparation of reports to top management, and presentation of findings to management and employees.
- Conducted team training and provided consultation to team leaders and management on strategies to enhance team performance.
- Developed and implemented a 360° performance appraisal system and made recommendations regarding the alignment of other human resource management systems (e.g., compensation) to support teams.

Masters of Business Administration Program, The University of Tennessee (1992-1993)

Research Associate

- Responsible for scoring psychological inventories, data analysis, providing feedback to MBAs, and facilitating team-building exercises.

The University of North Carolina at Charlotte (1991-1992)

Research Associate

- Performed research in the Office of Experiential Learning.
- Responsible for developing computer programs, data analysis, and translating results into narrative summaries for grants, proposals and reports to the Office of Academic Affairs.

Right Associates, Charlotte, North Carolina (1992)

Supervised Internship, Project Consultant

- Provided recommendations for improvements of existing training materials used in outplacement consulting.
- Designed a training program to assist relocated accompanying spouses in the search for employment.

The University of North Carolina at Charlotte (1990-1992)

Program Coordinator, Summer Internship Program

- Recruited students to apply for competitive internships, worked with local businesses to develop new internship positions, assisted students with interview skills and resume writing, placed students in career-oriented internships.
- Served as a liaison between federal, state, and local agencies, students, and faculty advisors.

The University of North Carolina at Charlotte (1991-1992)

Research Associate, Department of Psychology

- Assisted on two research projects: the impact of downsizing on employee involvement programs (sponsored by the Association for Quality and Participation) and psychological and economic consequences of job loss (sponsored by Right Associates, Charlotte, NC).

UNIVERSITY SERVICE

- Member, *Faculty Search Committee, I/O and Women's Studies joint hire*, Department of Psychology, University of Georgia (2012-2013)
- Member, *Personnel Advisory Committee for Clinical Psychology Program*, Department of Psychology, University of Georgia (2012-2013)
- Member, *Owens Institute for Behavioral Research Mentoring Committee*, Institute for Behavioral Research, University of Georgia (2012-present)
- Member, *Executive Committee*, Institute for Behavioral Research, University of Georgia (2010-present)
- Member, *Faculty Search Committee, Spurduto Named Professorship in Clinical Psychology*, University of Georgia (2011-2012)
- Chair, *I/O Faculty Search Committee*, Department of Psychology, University of Georgia (2011-2012)
- Member, *Personnel Advisory Committee for Clinical Psychology Program*, Department of Psychology, University of Georgia (2011-2012)
- Member, *Awards Selection Committee*, Office for the Vice President for Research, University of Georgia (2010-2013)
- Member, *Distinguished Professor Awards Committee*, Office for the Vice President for Research, University of Georgia (2010)
- Member, *Raising the Bar Committee*, Institute for Behavioral Research, University of Georgia (2010)
- Member, *Personnel Advisory Committee for Clinical Psychology Program*, Department of Psychology, University of Georgia (2010-2011)
- Member, *Department Head Search Committee*, Department of Psychology, University of Georgia (2009)
- Member, *Personnel Advisory Committee for Developmental Psychology Program*, Department of Psychology, University of Georgia (2009)
- Member, *Research Advisory Council*, Office for the Vice President for Research, University of Georgia (2008)
- Member, *Personnel Advisory Committee for Social Psychology Program*, Department of Psychology, University of Georgia (2008)
- Co-Chair of *Faculty Search Committee*, Department of Psychology, University of Georgia (2007-2008)
- Elected to the *Long Range Planning and Development Committee*, Department of Psychology, University of Georgia (2007)
- Member, *Personnel Advisory Committee for Neuroscience and Behavior Program*, Department of Psychology, University of Georgia (2006)
- Member, *Faculty search committee, Applied Psychology Program*, Department of Psychology, University of Georgia (2005-2006)
- Elected to the *Search Committee for Department Head in Psychology*, Department of Psychology, University of Georgia (2004)

Post Tenure Review Committee for Dr. McNair (Chair), Department of Psychology, University of Georgia (2004)

Search committee for psychology undergraduate advising office coordinator (ad hoc member, 2004), Department of Psychology, University of Georgia (2004)

Member, Personnel Advisory Committee for Social Psychology Program, Department of Psychology, University of Georgia (2004)

Faculty Mentor, Center for Undergraduate Research Opportunities, Honors Program, University of Georgia (Summer, 2003)

Member, Personnel Advisory Committee for the Social Psychology Program, Department of Psychology, University of Georgia (2003-2004)

Chair, ad hoc Committee to assess the use of on-line teaching evaluations, Department of Psychology, University of Georgia (2002)

Elected to the Long Range Planning and Development Committee, Department of Psychology, University of Georgia (1999-2004)

Undergraduate Studies Committee, Department of Psychology, University of Georgia (Fall 1996-present)

Member of Subcommittee to develop criteria for the evaluation of the Psychology Department undergraduate program (2002)

Member of Subcommittee to develop the course PSYC3030 Preparing for a Career in Psychology (2002)

Member of Subcommittee on assessing the math/computer/science requirements for the psychology major (1999)

Chair of Subcommittee on Graduate Student Teaching Evaluations (1997)

Admissions committee for Ph.D. program, Applied Psychology Program, The University of Georgia (2000-committee member, 2001-chair, 2002-committee member, 2003-committee member, 2006-committee member; 2007-chair)

Chair, ad hoc Committee on Ethics and Licensure, Applied Psychology Program, University of Georgia (2003)

Chair, ad hoc Committee to Identify Potential Collaborative Research Alliances, Department of Psychology, University of Georgia (2000)

Chair, Task Force on Graduate Student Performance Evaluations, Applied Psychology Program, Department of Psychology, University of Georgia (implemented Spring 2000)

Donald L. Grant Thesis Award Committee, Applied Psychology Program, University of Georgia (selection committee chair, 1999; selection committee member 1998, 2000, 2004; reception coordinator 1997, 1998)

Guest lecturer for GSC 7770, Department of Psychology, University of Georgia. The job market (1996), Using graduate student teaching evaluations (1997, 2000); Using experiential exercises in the classroom (1998)

Annual speaker for Speaker Series, Applied Psychology Program, University of Georgia (1996-present)

Guest speaker for Psychology Club, Department of Psychology, University of Georgia (1999)

PROFESSIONAL RECOGNITION, SERVICE, & DEVELOPMENT

National Institutes of Health Peer Review Orientation Workshop (invited participant), Bethesda, MD (2012)

Member, *Editor Search Committee, Journal of Applied Psychology*, American Psychological Association (Neal Schmitt, Chair)

Scientific Affairs Committee, Society for Industrial and Organizational Psychology (2011-2013)

Awards Committee, Society for Industrial and Organizational Psychology (2011-2012)

Conference Program Committee (reviewer), Southwest Academy of Management (2010)

Founding member, Work and Family Researchers Network (2012)

One of "Most Cited Papers in Work-to-Family Conflict" by Thomson Reuters Essential Science Indicators. Interview appears on ScienceWatch website (March, 2009)

SIOP Strategic Program Planning Subcommittee Call for Proposals and Flanagan Award (Chair, 2006-2007)

Awards Committee Member, *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*, Center for Families, Purdue University (2005)

SIOP Strategic Program Planning Subcommittee on Interactive/Continuing Education Sessions (member, 2004-2005)

Workshop participant, *Participation in government health services research grants: A workshop for organization and management researchers*. Sponsored by the Agency for Healthcare Research and Quality, National Cancer Institute, National Institute of Alcohol Abuse and Alcoholism, National Institute of Drug Abuse, and National Institute of Mental Health, Rockville, Maryland (April, 2004)

Professional Development Workshops (Co-Chair). Careers Division, Academy of Management Meetings, Washington, DC (August, 2001)

Research on mentoring experiences featured in a variety of national (e.g., *BusinessWeek On-line*, *Smart Money Magazine*, *HRMagazine*, *American Society for Training and Development Newsletter*) and local (e.g., *Athens Banner Herald*, *Savannah News*) publication outlets

Conference Program Committee (reviewer), Academy of Management
 Human Resources Division, 1995, 1996, 1997, 1998, 1999
 Careers Division, 1995, 1999, 2000, 2001, 2003, 2004
 Women in Management Division, 1995

Conference Program Committee (reviewer), Society for Industrial and Organizational Psychology 1998-present

Conference Program Committee (reviewer), Southern Management Association (1996-2004)

Associate Editor, *Career Forum*, Careers Division of the Academy of Management (1999)

Participant, *Junior Faculty Consortia* (Human Resources Division), Academy of Management (1997)

Research on workplace mentoring featured in a variety of print and website media outlets (e.g., *The Wall Street Journal*, *Sloan Management Review website*)

Research on relocation featured in a variety of national (e.g., *The Wall Street Journal*, *USA Today*), and local (e.g., *The Washington Times*, *The Philadelphia Inquirer*, *The Charlotte Observer*) newspapers and practitioner-oriented and trade journals (e.g., *HRMagazine*, *Investor's Business Daily*, *Daily Labor Report*, *National Business Employment Weekly*), and radio

stations (1994-1995)

Research on gender differences in coping with job loss featured in *The Wall Street Journal* (1991, December), *Marketing to Women*, (July, 1992), and on *WTDY Radio*, Madison, Wisconsin (1991, December)

PROFESSIONAL MEMBERSHIPS

Society for Industrial and Organizational Psychology (Division 14 of APA)

Work and Family Research Association (founding member)

Society for Occupational Health Psychology

European Association of Work and Organisational Psychology