

VITA

K. MICHELE (MICKI) KACMAR

Fields Chair of Ethics and Corporate Responsibility
Management Department
McCoy College of Business
Texas State University
601 University Drive
San Marcos, TX 78666
512-245-5533
512-245-8659 (fax)
mkacmar@txstate.edu

EDUCATION

- Ph.D. Business Administration, Texas A&M University, 1990
Major: Human Resource Management
- M.S. Speech Communications, Illinois State University, 1982
- B.S. Applied Computer Science, Illinois State University, 1980
Speech Communications, Illinois State University, 1980

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology, Fellow
Southern Management Association, Fellow
Western Academy of Management

AWARDS AND HONORS

Southern Management Association K. Michele (Micki) Volunteer of the Year Award, 2018
Outstanding Paper, Emerald Literati Network Awards for Excellence, 2017
Trailblazer Award, Management Doctoral Student Association of the PhD Project, 2017
Presidential Distinction Award for Scholarly Activity, Texas State University, 2017
Best Paper of the Year, *Journal of Hospitality & Tourism Research*, 2017
Top Ten Articles of 2016 with Practical Significance to Organizations, Human Capital Growth,
2017
Thomas A. Mahoney Mentoring Award, Human Resources Division of the Academy of
Management, 2016
Highly Commended Paper, *Journal of Research in Marketing and Entrepreneurship*, 2013
Best Conference Paper, Ethics, Social Issues, and Diversity Track, Southern Management Meeting,
2012
Best Article Award, *Journal of Applied Management and Entrepreneurship*, 2011
James G. (Jerry) Hunt Sustained Outstanding Service Award, Southern Management Association,
2010
Outstanding Article Award, *Journal of Behavioral and Applied Management*, 2009.
Distinguished Poster Award, Society for Industrial and Organizational Psychology, 2008
Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Finalist, 2007

AWARDS AND HONORS (continued)

Michael J. Driver Best Careers Paper in the Southwest Region, Finalist, 2007
 The Mays Distinguished Doctoral Alumni Award, Texas A&M University, 2006
 Distinguished Educator Award, Southwest Academy of Management, 2005
 Best Conference Paper, Human Resources/Careers Track, Southern Management Meeting, 2004
 Best Conference Paper, Human Resources Division, Academy of Management, 2003
 Best Doctoral Student Paper, All Tracks, Southern Management Meeting, 2003
 Elected Fellow of the Southern Management Association, 2003
 Best Doctoral Student Paper, Human Resources Track, Southern Management Meeting, 2003
 Elected Fellow of the Society for Industrial and Organizational Psychology, 2002
 Hooker Distinguished Visiting Professor, McMaster University, Spring 2002
 Alumni Achievement Award, Illinois State University, 2002
 Article of the Year Runner Up, Council on Hotel, Restaurant, and Institutional Education, 2000
 Best Paper, Southern Management Association Meeting, Management Education Track, 1998
 Developing Scholar Award, Florida State University, 1997-1998
 Best Reviewer Award, Southern Management Association Meeting, Research Methods Track, 1997
 Florida State University Teaching Incentive Program Award, 1996-1997
 Outstanding Paper Award for 1994 Southern Management Association Meeting
 Florida State University Outstanding University Teaching Award for 1993-1994
 Texas A&M University Association of Former Students Outstanding Doctoral Researcher Award
 for 1989-1990
 John and Sarah Reynolds Scholarship, awarded by the Texas A&M Department of Management
 faculty to recognize the outstanding doctoral student for 1989-1990

WORK EXPERIENCE

August 2014 - present

Fields Chair of Ethics and Corporate Responsibility, Department of Management, McCoy College of Business, Texas State University.

Teach undergraduate courses in ethics and related areas. Serve on appropriate committees.

January 2019 – May 2019

Professor, Department of Management, Mitchell College of Business, University of South Alabama.

Teach graduate courses in ethics. Serve on appropriate committees.

August 2004 - August 2014

Durr-Fillauer Chair of Business Ethics, Department of Management and Marketing, College of Commerce and Business Administration, University of Alabama.

Teach graduate and undergraduate courses in ethics and related areas. Supervise independent studies. Serve on appropriate committees.

August 2000 - August 2004

Charles A. Rovetta Professor of Management, Department of Management, College of Business, Florida State University.

Teach graduate and undergraduate courses in human resources management and related areas. Supervise independent studies. Serve on appropriate committees.

WORK EXPERIENCE (continued)

August 1999 - August 2000

Professor of Management, Department of Management, College of Business, Florida State University.

Teach graduate and undergraduate courses in human resources management and related areas. Supervise independent studies. Serve on appropriate committees.

August 1995 - August 2004

Director, Center for Human Resource Management, College of Business, Florida State University.

Manage a Center that provides a forum for top level human resource professionals to interact with each other and with faculty and students. Recruit and maintain membership, process billing and manage the budget, develop and implement two programs a year, coordinate and manage research projects with members.

August 1995 - August 1999

Associate Professor of Management, Department of Management, College of Business, Florida State University.

Teach graduate and undergraduate courses in human resources management. Supervise independent studies. Serve on appropriate committees.

August 1992 - August 1995

Assistant Professor of Management, Department of Management, College of Business, Florida State University.

Teach graduate and undergraduate courses in human resources management. Supervise independent studies. Serve on appropriate committees.

March 1992 - August 1992

Training Consultant, Whirlpool Parts Distribution Warehouse, La Porte, Indiana.

Developed classroom and on-the-job training materials for all new automated warehouse positions. Developed training manuals and procedures for training new hires. Prepared and presented training workshops. Monitored and critiqued trainers' performance. Tested and validated training procedures.

August 1991 - December 1991

Visiting Assistant Professor of Management, Department of Management, College of Business, Florida State University.

Taught a graduate course in human resources management.

September 1990 - July 1992

Assistant Professor of Management, School of Management, Rensselaer Polytechnic Institute.

Taught graduate and undergraduate courses in organizational behavior. Supervised independent studies. Served on appropriate committees.

WORK EXPERIENCE (continued)

August 1987 - May 1990

Assistant Lecturer, Department of Management, Texas A&M University.
Taught undergraduate courses in staffing, personnel, and general management.

July 1986 - May 1990

Research Assistant, Department of Management, Texas A&M University.
Developed and assisted in various research projects that led to articles, conference presentations, and technical reports with the following faculty: Michael A. Abelson, Richard L. Daft, Francis Edwards, Gerald R. Ferris, Ricky W. Griffin, Lyle F. Schoenfeldt, and Patrick M. Wright.

January 1983 - May 1986

Administrative Professional, Department of Applied Computer Science, Illinois State University.
Acted as departmental liaison with other departments and administrative offices on campus, Junior Colleges and High Schools in Illinois, and parents. Advised students. Assisted the chairperson in determining class sizes and schedules. Taught programming and software design courses.

June 1983 - January 1985

Sales Associate, Armstrong Realty, Normal, Illinois.
Prepared marketing strategy, including advertising copy, to sell residential homes.

August 1981 - December 1982

Graduate Teaching Assistant, Department of Speech Communications, Illinois State University.
Taught introductory speech communication courses.

May 1980 - May 1981

Programmer/Analyst, The Continuum Company, Austin, Texas.
Performed analysis, design, and programming tasks related to tailoring marketed on-line and batch software to individual client needs.

REFEREED JOURNAL ARTICLES

Carlson, D.S., Thompson, M., & Kacmar, K.M. (in press). Double crossed: The spillover and crossover effects of work demands through family. *Journal of Applied Psychology*. (accepted 7/18/18)

Crawford, W.S., Kacmar, K.M., & Harris, K. (in press). Do you see me as I see me? The effects of impression management incongruence of actors and audiences. *Journal of Business and Psychology*. (accepted 5/31/18)

Crawford, W.S., Lamarre, E., Kacmar, K.M., & Harris, K. (in press). Politics and deviance: Exploring the role of political skill. *Human Performance*. (accepted 3/15/19)

REFEREED JOURNAL ARTICLES (continued)

- Thompson, M., Carlson, D.W., Kacmar, K.M., & Vogel, R. (in press). The cost of being ignored: Burnout in the work and family domains. *Journal of Applied Psychology*. (accepted 6/2/19)
- Valle, M., Kacmar, K.M., Zivnuska, S., & Harting, T. (in press). Abusive supervision, leader-member exchange, and moral disengagement: A moderated-mediation model of organizational deviance. *Journal of Social Psychology*. (accepted 4/12/18)
- Valle, M., Kacmar, K.M., & Zivnuska, S. (in press). Understanding the effects of political environments on unethical behavior in organizations. *Journal of Business Ethics*. (accepted 5/13/17)
- Susskind, A.M., Kacmar, K.M., & Borchgrevink, C.P. (in press). The relationship of service providers' perceptions of service climate to guest satisfaction, guest return intentions, and firm performance. *Cornell Hospitality Quarterly*. (accepted 1/12/18)
- Carlson, D.S., Kacmar, K.M., Ferguson, M., Andrews, M.C. (2019). Doing good and looking good: The role of impression management in response to the spillover of family to work. *Journal of Managerial Psychology*, 34, 31-45.
- Carlson, D., Thompson, M., Crawford, W., & Kacmar, K. M. (2019). Spillover and crossover of work resources: A test of the positive flow of resources through work-family enrichment. *Journal of Organizational Behavior*, 40, 709-722.
- Miller, B., Zivnuska, S., & Kacmar, K.M. (2019). Self-perception and life satisfaction. *Personality and Individual Differences*, 139, 321-325.
- Harris, K.J., & Kacmar, K.M. (2018). Is more always better? An examination of the nonlinear effects of perceived organizational support on individual outcomes. *Journal of Social Psychology*, 158(2), 187-200.
- Susskind, A.M., Kacmar, K.M., & Borchgrevink, C.P. (2018). Guest-server exchange model and performance: The connection between service climate and unit-level sales in multiunit restaurants. *Journal of Hospitality and Tourism Research*, 42(1), 122-141.
- Valle, M., Andrews, M.C., & Kacmar, K.M. (2018). Ethical leadership, frustration, and humor: A moderated-mediation model. *Leadership and Organizational Development Journal*, 39(5), 665-678.
- Jaskiewicz, P., Combs, J., Shanine, K., & Kacmar, K.M. (2017). Introducing the family: A review of family science with implications for management research. *Academy of Management Annals*, 11(1), 309-341.
- Lawrence, E., & Kacmar, K.M. (2017). Exploring the impact of job insecurity on employees' unethical prosocial behavior. *Business Ethics Quarterly*, 27(1), 39-70.

REFEREED JOURNAL ARTICLES (continued)

Rosen, C., Kacmar, K.M., Harris, K.J., Gavin, M., & Hochwarter, W. (2017). Workplace politics and performance appraisal: A multi-level field investigation. *Journal of Leadership and Organizational Studies*, 24(1), 20-38.

Seibert, S., Kacmar, K.M., Kraimer, M., & Noble, D., Downs, P. (2017). The role of research strategies and professional networks in management scholars' productivity. *Journal of Management*, 43(4), 1103-1130.

Tillman, C.J., & Kacmar, K.M., Steinbauer, R., & Whitman, M.V. (2017). Gone but not forgotten: The multiple roles of moral disengagement: A process model perspective. *The Journal of Applied Management and Entrepreneurship*, 22, 28-48.

Zivnuska, S., Kacmar, K.M., & Valle, M. (2017). The mechanisms of regulatory focus: Mindfulness, leader-member exchange, and motivational outcomes. *Career Development International*, 22(1), 37-49.

Andrews, M.C., Kacmar, K.M., Valle, M. (2016). Surface acting as a mediator between personality and attitudes. *Journal of Managerial Psychology*, 31(8), 1265-1279.

Andrews, M.C., Kacmar, K.M., & Valle, M. (2016). Regulatory focus and perceived self-value as predictors of work engagement. *Journal of Applied Management and Entrepreneurship*, 21(1), 5-18.

Crawford, W.S., Shanine, K., Whitman, M., & Kacmar, K.M. (2016). Examining the impostor phenomenon and work-family conflict. *Journal of Managerial Psychology*, 31(2), 375-390.

Ferguson, M., Carlson, D. S., Boswell, W., Whitten, D., Butts, M., & Kacmar, M. (2016). Tethered to work: A family systems approach linking mobile device use to turnover intentions. *Journal of Applied Psychology*, 101, 520-534.
Reprinted as Ferguson, M., Carlson, D. S., Boswell, W., Whitten, D., Butts, M., & Kacmar, M. (2016). Tethered to work: How mobile devices impact family conflict, work commitment, and turnover. *Keller Center Research Report*, 9(3).

Ferguson, M., Carlson, D., Kacmar, K.M., & Halbesleben, J. (2016). The supportive spouse at work: Does being work-linked help? *Journal of Occupational Health Psychology*, 21(1), 37-50.

Kacmar, K. M., Tillman, C. J., Harris, K. J., & Whitman, M. V. (2016). Perceptions of ethical leadership as a mediator of the relationship between abusive supervision and work behaviors. *Journal of Behavioral and Applied Management*, 16(1), 2-19.

Kacmar, K.M., & Tucker, R. (2016). The moderating effect of supervisor's behavioral integrity on the relationship between regulatory focus and impression management usage. *Journal of Business Ethics*, 135(1), 87-98.

REFEREED JOURNAL ARTICLES (continued)

- Paustian-Underdahl, S.C., Halbesleben, J.R.B., Carlson, D., & Kacmar, K.M. (2016). The work-family interface and promotability: Boundary integration as a double-edged sword. *Journal of Management*, 42(4), 960-981.
- Zivnuska, S., Kacmar, K.M., Ferguson, M., & Carlson, D. (2016). Mindfulness at work: Resource accumulation, well-being, and attitudes. *Career Development International*, 21(2), 106-124.
- Andrews, M.C., & Kacmar, K.M., Kacmar, C.J. (2015). The interactive effects of behavioral integrity and procedural justice on employee job tension. *Journal of Business Ethics*, 126(3), 371-379.
- Carlson, D., Kacmar, K.M., Ferguson, M., & Zivnuska, S. (2015). Do the benefits of family-to-work transitions come at too great a cost? *Journal of Occupational Health Psychology*, 20, 161-171.
- Carlson, D.S., Ferguson, M., & Kacmar, K.M. (2015). Boundary management tactics: An examination of the alignment with preferences in the work and family domains. *Journal of Behavioral and Applied Management*, 16(2), 51-70.
- Ferguson, M., Carlson, D., & Kacmar, K.M. (2015). Flexing work boundaries: The spillover and crossover of workplace support. *Personnel Psychology*, 68(3), 581-614.
- Tillman, J., Hood, A., Lawrence, E., & Kacmar, K.M. (2015). When birds of a feather flock together: The role of core self evaluation and moral intensity in the relationship between network unethicity and unethical choice. *Ethics and Behavior*, 25(6), 458-481.
- Valle, M., Kacmar, K.M., & Andrews, M.C. (2015). Does perceived insincerity influence managerial ratings of performance and promotability? *Journal of Organization and Human Behavior*, 4(2&3), 1-10.
- Andrews, M.C., & Kacmar, K.M. (2014). Easing employee strain: The interactive effects of empowerment and justice on the role overload-strain relationship. *Journal of Business and Applied Management*, 15, 43-58.
- Andrews, M.C., & Kacmar, K.M., Kacmar, C.J. (2014). The mediational effect of regulatory focus on the relationships between mindfulness and job satisfaction and turnover intentions. *Career Development International*, 19, 494-507.
- Harvey, P., Harris, K.J., Kacmar, K.M., Buckless, A., & Pescosolido, A.T. (2014). The impact of leaders' political skill on employees' perceptions of ethical leadership. *Journal of Leadership and Organizational Studies*, 21, 5-16.
- Kacmar, K.M., Crawford, W.S., Carlson, D.S., Ferguson, M., & Whitten, D. (2014). A short and valid measure of work-family enrichment. *Journal of Occupational Health Psychology*, 19, 32-45.

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- Carlson, D.S., Kacmar, K.M., Grzywacz, J.G., Tepper, B., & Whetten, D. (2013). Work-family balance and supervisor appraised citizenship behavior: Does it depend on the situation? *Journal of Behavioral and Applied Management*, *14*, 87-106.
- Kacmar, K.M., Andrews, M.C., Harris, K.J., & Tepper, B. (2013). Ethical leadership and subordinate outcomes: The mediating role of organizational politics and the moderating role of political skill. *Journal of Business Ethics*, *115*, 33-44.
- Kacmar, K.M., Carlson, D.S., & Harris, K.J. (2013). Interactive effect of leaders' influence tactics and ethical leadership on work effort and helping behavior. *Journal of Social Psychology*, *153*, 577-597.
- Kacmar, K.M., Whitman, M.V., & Harris, K.J. (2013). The lingering impact of abusive supervision. *Journal of Applied Management and Entrepreneurship*, *18*, 51-71.
- Nagy, B.G., & Kacmar, K.M. (2013). Increasing customer satisfaction in the new venture context. *Journal of Research in Marketing and Entrepreneurship*, *15*, 143-159.
- Kacmar, K.M., Bachrach, D.G., Harris, K.J., & Noble, D. (2012). Exploring the role of supervisor trust in the associations between relationship conflict and organizational citizenship behavior. *Leadership Quarterly*, *23*, 43-54.
- Lawrence, E., & Kacmar, K.M. (2012). Leader-member exchange and stress: The mediating role of job involvement and role conflict. *Journal of Behavioral and Applied Management*, *14*, 39-52.
- Tang, J., Kacmar, K.M., & Busenitz, L.W. (2012). Entrepreneurial alertness: Construct and scale development. *Journal of Business Venturing*, *27*, 77-94.
- White, C., Campbell, K.S. & Kacmar, K.M. (2012). Development and validation of a measure of leader rapport management behavior. *Journal of Behavioral and Applied Management*, *13*, 121-149.
- Brouer, R., Harris, K.J., & Kacmar, K.M. (2011). The moderating effects of political skill on the perceived politics – outcome relationships. *Journal of Organizational Behavior*, *32*, 869-885.
- Carlson, D.S., Ferguson, M., Kacmar, K.M., Grzywacz, J.G., & Whetten, D. (2011). Pay it forward: The positive crossover effects of supervisor work-family enrichment on subordinate performance. *Journal of Management*, *37*, 770-789.
- Carlson, D.S., Kacmar, K.M., Zivnuska, S., Ferguson, M., & Whetten, D. (2011). Work-family enrichment and job performance: A constructive replication of affective events theory. *Journal of Occupational Health Psychology*, *16*, 297-312.

REFEREED JOURNAL ARTICLES (continued)

- Harris, K.J., Harvey, P., & Kacmar, K.M. (2011). Abusive supervisory reactions to coworker relationship conflict. *Leadership Quarterly*, *22*, 1010-1023.
- Harris, K.J., Wheeler, A., & Kacmar, K.M. (2011). The mediating role of organizational job embeddedness in the LMX-outcomes relationships. *Leadership Quarterly*, *22*, 271-281.
- Kacmar, K.M., Bachrach, D.G., & Harris, K.J., & Zivnuska, S. (2011). Fostering good citizenship through ethical leadership: Exploring the moderating role of gender and organizational politics. *Journal of Applied Psychology*, *96*, 633-642.
- Kacmar, K.M., Harris, K.J., Bachrach, D.G., Shaw, J., Noble, D. (2011). Organizational citizenship behavior and voluntary turnover: Exploring the implications of the functional-perspective. *Journal of Applied Management and Entrepreneurship*, *16*, 4-26.
- Nagy, B., Kacmar, K.M., & Harris, K.J. (2011). Dispositional and situational factors as predictors of impression management behaviors. *Journal of Behavioral and Applied Management*, *12*, 229-245.
- Rosen, C., Harris, K.J., & Kacmar, K.M. (2011). LMX, context perceptions, and performance: An uncertainty management perspective. *Journal of Management*, *37*, 819-838.
- Van Fleet, D.D., Kacmar, K.M., Griffin, R.W., Ford, R.C., & Duncan, W.J. (2011). Towards finding the balance of art and science in management: A market approach to valuing management research. *Journal of Applied Management and Entrepreneurship*, *16*, 3-27.
- Carlson, D.S., Grzywacz, J. G., & Kacmar, K.M. (2010). The relationship of schedule flexibility and outcomes via the work-family interface. *Journal of Managerial Psychology*, *25*, 330-355.
- Andrews, M.C., Kacmar, K.M., & Harris, K.J. (2009). Got political skill? The impact of justice on the importance of political skill for job performance. *Journal of Applied Psychology*, *94*, 1427-1437.
- Carlson, D.S., Kacmar, K.M., & Wadsworth, L.L. (2009). The impact of moral intensity dimensions on ethical decision making: Assessing the relevance of orientation. *Journal of Managerial Issues*, *21*, 534-551.
- Harris, K.J., Harvey, P., & Kacmar, K.M. (2009). Do social stressors impact everyone equally? An examination of the moderating impact of core self-evaluations. *Journal of Business and Psychology*, *24*, 153-164.
- Harris, K.J., Wheeler, A., & Kacmar, K.M. (2009). Leader-member exchange and empowerment: Direct and interactive effects on job satisfaction and turnover intentions. *Leadership Quarterly*, *20*, 371-382.

REFEREED JOURNAL ARTICLES (continued)

- Kacmar, K.M., Collins, B.J., Harris, K.J., & Judge, T.A. (2009). Core self-evaluations and job performance: The role of the perceived work environment. *Journal of Applied Psychology, 94*, 1572-1580.
- Kacmar, K.M., Harris, K.J., Carlson, D.S., and Zivnuska, S. (2009). Surface-level vs. deeper-level similarity: Which matters most in determining LMX agreement? *Journal of Behavioral and Applied Management, 10*, 315-344.
- Kacmar, K.M., Wayne, S.J., & Wright, P.M. (2009). Subordinate reactions to the use of impression management tactics and feedback by the supervisor. *Journal of Managerial Issues, 21*, 498-517.
- Neubert, M., Carlson, D., Kacmar, K.M., Roberts, J., & Chonko, L. (2009). The virtuous influence of ethical leadership behavior: Evidence from the field. *Journal of Business Ethics, 90*, 157-170.
- Rosen, C.C., Harris, K.J., & Kacmar, K.M. (2009). The emotional implications of organizational politics: A dual process model. *Human Relations, 62*, 25-57.
- Andrews, M.C., Kacmar, K.M., Blakely, G.L., & Bucklew, N.S. (2008). Group cohesion as an enhancement to the justice-commitment relationship. *Group and Organization Management, 33*, 736-755.
- Bolino, M.A., Kacmar, K.M., Turnley, W.H., & Gilstrap, J.B. (2008). Individual and organizational impression management: A multi-level review. *Journal of Management, 34*, 1080-1109.
- Carlson, D.S., Witt, L.A., Zivnuska, S., Kacmar, K.M., & Grzywacz, J.G. (2008). Supervisor appraisal as the link between family-work balance and contextual performance. *Journal of Business and Psychology, 23*, 37-49.
- Neubert, M.J., Kacmar, K.M., Carlson, D.S., Chonko, L., & Roberts, J. (2008). Regulatory focus as a mediator of the influence of initiating structure and servant leadership on employee behavior. *Journal of Applied Psychology, 93*, 1220-1233.
- Grzywacz, J.G., Carlson, D.S., Kacmar, K.M., & Wayne, J. (2007). A multi-level perspective on the synergies between work and family. *Journal of Occupational and Organizational Psychology, 80*, 559-574.
- Harris, K.J., Andrews, M.C., & Kacmar, K.M. (2007). The moderating effects of justice on the relationship between organizational politics and workplace attitudes. *Journal of Business and Psychology, 22*, 135-144.
- Harris, K.J., Kacmar, K.M., & Zivnuska, S. (2007). An investigation of abusive supervision as a predictor of performance and the meaning of work as a moderator of the relationship. *Leadership Quarterly, 18*, 252-263.

REFEREED JOURNAL ARTICLES (continued)

- Harris, K.J., Kacmar, K.M., Zivnuska, S., & Shaw, J. (2007). The impact of political skill on impression management effectiveness. *Journal of Applied Psychology, 92*, 278-285.
- Kacmar, K.M., Harris, K.J., & Nagy, B. (2007). Further validation of the Bolino and Turnley impression management scale. *Journal of Behavioral and Applied Management, 9*, 16-32.
- Kacmar, K.M., Zivnuska, S., & White, C. (2007). Control and exchange: The impact of work environment on the work effort of low relationship quality employees. *Leadership Quarterly, 18*, 69-84.
- Susskind, A.M., Kacmar, K.M., & Borchgrevink, C.P. (2007). How organizational standards and coworker support improve restaurant service. *Cornell Hotel and Restaurant Administration Quarterly, 48*, 370-379.
- Wayne, J., Grzywacz, J.G., Carlson, D.S. & Kacmar, K.M. (2007). Work-family facilitation: A theoretical explanation and model of primary antecedents and consequences. *Human Resource Management Review, 17*, 63-76.
- Carlson, D.S., Kacmar, K.M., Wayne, J.H., & Grzywacz, J.G. (2006). Measuring the positive side of the work-family interface: Development and validation of a work-family enrichment scale. *Journal of Vocational Behavior, 68*, 131-164. Selected as a finalist for the annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research.
- Carlson, D.S., Kacmar, K.M., & Whitten, D. (September, 2006). Executive women – 40 years of progress. *Harvard Business Review, 28*.
- Harris, K.J., & Kacmar, K.M. (2006). Too much of a good thing? The curvilinear effect of leader-member exchange on stress. *Journal of Social Psychology, 146*, 65-84.
- Harris, K.J., Kacmar, K.M., & Carlson, D.S. (2006). An examination of temporal variables and relationship quality on promotability ratings. *Group and Organization Management, 31*, 677-699.
- Kacmar, K.M., Andrews, M.C., Van Rooy, D., Steilberg, C., & Cerrone, S. (2006). Sure everyone can be replaced...but at what cost? Turnover as a predictor of unit-level performance. *Academy of Management Journal, 49*, 133-144.
- Van Fleet, D.D., Ray, D.F., Bedeian, A.G., Downey, H.K., Hunt, J.G., Griffin, R.W., Dalton, D., Vecchio, R., Kacmar, K.M., & Feldman, D.C. (2006). Reflections on 30 years of the Journal of Management. *Journal of Management, 32*, 477-507.
- Kacmar, K.M., Farmer, W.L., Zivnuska, S., & Witt, L.A. (2006) Applying multidimensional item response theory analysis to a measure of meta-perspective performance. *The Electronic Journal of Business Research Methods, 4*, 23-30, available online at www.ejbrm.com.

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- Harris, K.J., & Kacmar, K.M. (2005). Easing the strain: The buffer role of supervisors in the perceptions of politics – strain relationship. *Journal of Occupational and Organizational Psychology*, 78, 337-354.
- Harris, K.J., Kacmar, K.M., & Witt, L.A. (2005). An examination of the curvilinear relationship between leader-member exchange and intent to turnover. *Journal of Organizational Behavior*, 26, 363-378.
- Kacmar, K.M., Carlson, D.S., & Bratton, V. (2004). Situational versus dispositional factors as antecedents of ingratiation behaviors in organizational settings. *Journal of Vocational Behavior*, 65, 309-331.
- Shook, C.L., Ketchen, D.J., Hult, G.T.M., & Kacmar, K.M. (2004). An assessment of the use of structural equation modeling in strategic management research. *Strategic Management Journal*, 25, 397-404.
- Zivnuska, S., Kacmar, K.M., Witt, L.A., Carlson, D.S., & Bratton, V.K. (2004). Interactive effects of impression management and organizational politics on job performance. *Journal of Organizational Behavior*, 25, 627-640.
- Andrews, M.C., Witt, L.A., & Kacmar, K.M. (2003). The interactive effects of organizational politics and exchange ideology on manager ratings of retention. *Journal of Vocational Behavior*, 62, 357-369.
- Hochwarter, W., Kacmar, K.M., Treadway, D., Watson, S. (2003). It's all relative: The distinction and prediction of politics perceptions across levels. *Journal of Applied Social Psychology*, 33, 1995-2016.
- Kacmar, K.M., Valle, M., & Forbringer, L. (2003). The promise and peril of 360-degree feedback systems. *Business and Economic Review*, 27, 3-14.
- Kacmar, K.M., Witt, L.A., Zivnuska, S., & Gully, S. (2003). The impact of leader-member exchange on communication type, frequency, and performance. *Journal of Applied Psychology*, 88, 764-772.
- Susskind, A.M., Kacmar, K.M., & Borchgrevink, C.P. (2003). Customer service providers' attitudes relating to customer service and customer satisfaction in the customer-server exchange (CSX). *Journal of Applied Psychology*, 88, 179-187.
- Valle, M., Kacmar, K.M., & Zivnuska, S. (2003). Self-efficacy, outcome expectations and organizational politics perceptions. *Journal of Behavioral and Applied Management*, 5, 13-23.
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- Kacmar, K.M. (2012). 40 Years of LMX research: Evolution, challenges and future directions. Panelist at the Academy of Management Meetings, Boston, MA.
- Lawrence, E., & Kacmar, K.M. (2012). How do feelings of job insecurity impact employee engagement in unethical behaviors? Manuscript presented at the Southern Management Association Meetings, Ft Lauderdale, FL.
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- Kacmar, K.M. (2011). Help I'm stuck. Panelist, Academy of Management Meetings, San Antonio, TX.
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- Collins, B.J., Kacmar, K.M., & Judge, T.E. (2010). Interaction of personality and justice on leadership perceptions. Manuscript presented at the Society for Industrial and Organizational Psychology Meeting, Atlanta, GA.
- Kacmar, K.M. (2010). How can I begin a program of research when I'm just learning about the field? Panelist, Academy of Management Meetings, Montreal, Canada.
- Kacmar, K.M., Bachrach, D.G., & Harris, K.J., & Zivnuska, S. (2010). Good citizenship and ethical leadership: Interactive effects of gender and organizational politics. Manuscript presented at the Academy of Management Meetings, Montreal, Canada.
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Harris, K., Wheeler, A., & Kacmar, K.M. (2008). The mediating role of organizational job embeddedness. Manuscript presented at the Society for Industrial and Organizational Psychology Meeting, San Francisco, CA.

Harvey, P., Harris, K., & Kacmar, K.M. (2008). A cross-level examination of the influence of hindrance and challenge stress on employee behavior and performance. Manuscript presented at the Southern Management Association Meeting, St. Petersburg, FL.

Kacmar, K.M. (2008). The hows and whys of writing winning reviews. Symposium participant, Southwest Academy of Management Meetings, Houston, TX.

Kacmar, K.M. (2008). The role of unstructured information in the employment interview. Symposium discussant, Society for Industrial and Organizational Psychology Meeting, San Francisco, CA.

Kacmar, K.M. (2008). HR teaching and curriculum: Are we asking the right questions? Symposium participant, Academy of Management Meeting, Anaheim, CA.

Kacmar, K.M. (2008). Journal editing: An opening of the black box. Symposium participant, Academy of Management Meeting, Anaheim, CA.

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- Rosen, C., Harris, K., & Kacmar, K.M. (2008). How does leader-member exchange impact sense-making in organizations? Manuscript presented at Academy of Management Meeting, Anaheim, CA.
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- Bachrach, D., Harris, K.J., & Kacmar, K.M. (2006). The moderating effects of employee impression management on the OCB-turnover relationship. Manuscript presented at the Western Academy of Management, Long Beach, CA.
- Bachrach, D., Kacmar, K.M., & Harris, K.J. (2006). Do mobility, influence tactics, and abusive supervision impact OCBs? Manuscript presented at the Society for Industrial and Organizational Psychology, Dallas, TX.
- Griffin, R.W., Kacmar, K.M., VanFleet, D.D., Duncan, W.J., & Ford, R.C. (2006) Management research and scholarship: A symposium on the roles of theory and practice in management research. Symposium presented at the Southern Management Association, St. Petersburg, FL.
- Harris, K.J., Brouer, R., & Kacmar, K.M. (2006). Politics, political skill, and job outcomes. Manuscript at the Academy of Management Meetings, Atlanta, GA.

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- Smith, D., & Kacmar, K.M. (2006). Throwing the relationship between LMX and role conflict for a curve. Manuscript presented at the Academy of Management Meetings, Atlanta, GA.
- Witt, L.A., Harris, K.J., & Kacmar, K.M. (2006). An examination of how LMX activates conscientiousness. Manuscript presented at the Society for Industrial and Organizational Psychology, Dallas, TX.
- Wayne, S.J., & Kacmar, K.M. (2006). The future of HR: Implications for teaching and research. Symposium presented at the Academy of Management Meetings, Atlanta, GA.
- Carlson, J.C., Kacmar, K.M., & Carlson, D.S. (2005). Deceptive impression management: Does it pay? Manuscript presented at the Southern Management Association, Charleston, SC.
- Harris, K.J., Kacmar, K.M., & Boonthanom, R. (2005). The interrelationship between abusive supervision, leader-member exchange, and various outcomes. Manuscript presented at the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Harris, K.J., Kacmar, K.M., Zivnuska, S., & Boonthanom, R. (2005). The impact of political skill on the effectiveness of employee intimidation and exemplification. Manuscript presented at the Academy of Management Meetings, Honolulu, HI.
- Kacmar, K.M. (2005). Making the right impression: Impression management in the employment interview. Symposium discussant, Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Kacmar, K.M. (2005). Fourth HR town meeting: Is the field of HRM advancing as a science. Panelist, Academy of Management Meeting, Honolulu, HI.
- Kacmar, K.M., Harris, K.J., & Nagy, B. (2005). Further validation of the Bolino and Turnley impression management scale. Manuscript presented at the Academy of Management Meetings, Honolulu, HI.
- Kacmar, K.M., & Peterson, T.O. (2005). What's cool on your syllabus. Symposium chair, Southwest Academy of Management, Dallas, TX.
- Kacmar, K.M., & Zivnuska, S. (2005). Substitutes for leadership: The moderating effects of centralization and strategic focus on the relationship between leader member exchange and employee performance. International Human Resource Management Conference, Cairns, Australia.
- Witt, L. A., & Kacmar, K. M. (2005). Achievement motivation and adaptive performance. Manuscript presented at the Southern Management Association Meeting. Charleston, SC.

CONFERENCE PRESENTATIONS (continued)

- Harris, K.J., Andrews, M.C., & Kacmar, K.M. (2004). Interactive effects of politics and justice on individual job outcomes. Manuscript presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Harris, K.J., Carlson, D.S., Kacmar, K.M., & Zivnuska, S. (2004). Perceptions vs. reality: Which matters most in determining LMX agreement? Manuscript presented at the 2004 Academy of Management Meetings, New Orleans, LA.
- Harris, K.J., & Kacmar, K.M. (2004). A test of competing models of the relationship between perceptions of politics, perceived organizational support, and individual outcomes. Manuscript presented at the Southwest Academy of Management Meetings, Orlando, FL.
- Harris, K.J., & Kacmar, K.M. (2004). What you don't know can't hurt you: The interactive relationship between leader-member exchange and perceptions of politics on job satisfaction. Manuscript presented at the Southwest Academy of Management Meetings, Orlando, FL.
- Harris, K.J., Kacmar, K.M., & Carlson, D.S. (2004). Multiple tenure measures as moderators of the LMX-promotability relationship. Manuscript presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Harris, K.J., Kacmar, K.M., & Witt, L.A. (2004). The curvilinear relationship between relationship quality and turnover intentions. Manuscript presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Kacmar, K.M., Andrews, M.C., Van Rooy, D., Steilberg, C., & Cerrone, S. (2004). Turnover as a predictor of unit-level performance. Manuscript presented at the Southern Management Association Meeting, San Antonio, TX.
- Kacmar, K.M., & Peterson, T.O. (2004). Digging the foxhole while under fire: Teaching for the first time. Panel moderator, Southwest Academy of Management Meeting, Orlando, FL.
- Witt, L.A., Kacmar, K.M., Burke, L.A., & Harris, K.J. (2004). Impact of situation strength on emotional stability-work outcomes relationships. Manuscript presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Valle, M., Harris, K.J., & Kacmar, K.M. (2004). How long will they put up with it? An examination of the effect of time spend in negative organizational environments. Manuscript presented at the Society for Advancement of Management Conference, Baltimore, MD.
- Andrews, M.C., Witt, L.A., & Kacmar, K.M. (2003). Extroversion and interpersonal deviance on the job. Manuscript presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

CONFERENCE PRESENTATIONS (continued)

Bratton, V.K., Carlson, D.S., Witt, L.A., Zivnuska, S., & Kacmar, K.M. (2003). Impression management as a moderator of the politics-performance relationship. Manuscript presented at 17th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Harris, K.J., & Kacmar, K.M. (2003). Too much of a good thing? The curvilinear effect of leader-member exchange on stress. Manuscript presented at the Southern Management Association Meetings, Clearwater Beach, FL.

Harris, K.J., & Kacmar, K.M. (2003). An investigation of supervisor constructs as buffers on the perceptions of politics-strain relationship. Manuscript presented at the Southern Management Association Meetings, Clearwater Beach, FL.

Kacmar, K.M. (2003). How to impact your field. Presenter, Annual Southwest Academy of Management Meetings, Houston, TX.

Kacmar, K.M. (2003). Pathways to being an excellent reviewer. Panelist, 63rd Annual Academy of Management Meeting, Seattle, WA.

Kacmar, K.M. (2003). The never ending story: A workshop on survey scale development and validation. Panelist, 63rd Annual Academy of Management Meeting, Seattle, WA.

Kacmar, K.M. (2003). Second HR town meeting: Crafting an HR value statement. Panelist, 63rd Annual Academy of Management Meeting, Seattle, WA.

Kacmar, K.M., Carlson, D.S., Bratton, V.K., Andrews, M.C. (2003). An integrated perspective of antecedents to ingratiation behaviors. Manuscript presented at the 63rd Annual Academy of Management Meetings, Seattle, WA.

Farmer, W., Kacmar, K., Witt, L., & Zivnuska, S. (2002). Applying multidimensional IRT analysis to the measurement of 'meta-perspective'. Manuscript presented at the 16th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, CA.

Kacmar, K.M. (2002). The role of trust in effective networking. Manuscript presented as part of the All-Academy Symposium A Positive Approach to Building Effective Networking Relationships in Today's Organizations at the 62nd Annual Academy of Management Meeting, Denver, CO.

Kacmar, K. M. (2002). Ask the editors. Panelist, 43rd Annual Western Academy of Management Meetings, Santa Fe, NM.

Kacmar, K.M., & Bratton, V.K. (2002). The damaging effects of excessive careerism in organizations. Manuscript presented as part of the Dark Side Symposium at the 16th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, CA.

CONFERENCE PRESENTATIONS (continued)

- Valle, M., Kacmar, K.M., & Zivnuska, S. (2002). The relationship between outcome expectations and perceptions of organizational politics: The role of self-efficacy. Manuscript presented at the Southern Management Association Meeting, Atlanta, GA.
- Carlson, D.S., Kacmar, K.M., Wadsworth, L.L., & Zivnuska, S. (2001). What is wrong? The impact of moral intensity dimensions on ethical decision-making. Manuscript presented at the 61st Annual Academy of Management Meeting, Washington, DC.
- Kacmar, K. M. & Zivnuska, S. (2001). The effects of leader-member exchange on supervisor-subordinate communication. Manuscript presented at the 61st Annual Academy of Management Meeting, Washington, DC.
- Kolodinsky, R., Grant, A., Witt, L.A., Kacmar, K.M., & Ferris, G.R. (2001). Competing perspectives on the role of understanding in the organizational politics perceptions-job performance relationship: The "antidote" versus "distraction" hypotheses. Manuscript presented at the Southern Management Meeting, New Orleans, LA.
- Witt, L.A., Burke, L. & Kacmar, K.M. (2001). When does personality matter? Testing Mischel's argument using rwgj. Manuscript presented at the 61st Annual Academy of Management Meeting, Washington, DC.
- Witt, L.A., & Kacmar, K.M. (2001). Organizational support and agreeableness as predictors of organizational citizenship. Manuscript presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Kacmar, K.M. (2000). Does HR matter? The debate continues. Symposium Chair, 14th annual meeting of the Society for Industrial and Organizational Psychologists, New Orleans, LA.
- Witt, L.A., Kacmar, K.M., & Mount, M.K. (2000). The interactive effects of general mental ability and personality on contextual job performance. Manuscript presented at the 60th Annual Academy of Management Meeting, Toronto, ON.
- Andrews, M.C., & Kacmar, K.M. (1999). Impression management by association: Construction and validation of a scale. Manuscript presented at the 13th annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.
- Kacmar, K.M. (1999). Person-organization fit and employee selection. Chair, 59th Annual Academy of Management Meeting, Chicago, IL.
- Kacmar, K.M. (1999). A national project to recognize HR graduate programs. Innovative Teaching in Human Resources and Industrial Relations, Atlanta, GA.
- Kacmar, K.M., & Carlson, D.S. (1999). A comparison of three impression management scales. Manuscript presented at the 13th annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.

CONFERENCE PRESENTATIONS (continued)

Young, A.M., & Kacmar, K.M. (1999). Manifest needs scale assessment. Manuscript presented at the 13th annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.

Andrews, M.C., Geiger, S., & Kacmar, K.M. (1998). The paradox of organizational politics and the effects on organizational performance. Manuscript presented at the 40th annual Southwest Academy of Management Meeting, Dallas, TX.

Andrews, M.C., Geiger, S., & Kacmar, K.M. (1998). An exploration of political behavior across cultures. Manuscript presented at the 40th annual Southwest Academy of Management Meeting, Dallas, TX.

Andrews, M.C., & Kacmar, K.M. (1998). An empirical examination of the relationships between organizational politics, justice, and support. Manuscript presented at the 58th Annual Academy of Management Meeting, San Diego, CA.

Andrews, M.C., Kacmar, K.M., & Anthony, W.P. (1998). Exploring the psychometric properties of the sources of feedback scale. Manuscript presented at the 58th Annual Academy of Management Meeting, San Diego, CA.

Carlson, D.S., Kacmar, K.M., & Williams, L.J. (1998). The development and validation of a multi-dimensional measure of work-family conflict. Manuscript presented at the 58th Annual Academy of Management Meeting and in the Academy of Management Best Papers Proceedings 1998, San Diego, CA.

Kacmar, K.M., Domke-Damonte, D., Valle, M., & Mahoney, J. (1998). An exploration of the evolution of the field of management through dissertation topics. Manuscript presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Kacmar, K.M., & Witt, L.A. (1998). The interactive effects of leader-member exchange and frequency of interaction on job performance. Manuscript presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.

Witt, L.A., Kacmar, K.M., & Carlson, D.S. (1998). Interactive effects of organizational politics and agreeableness on organizational citizenship. Manuscript presented at the 12th annual meeting of the Society of Industrial and Organizational Psychology, Dallas, TX.

Bozeman, D.P., Kacmar, K.M., Whitfield, J.M., & Anthony, W.P. (1997). Pre-training motivation in organizations: Development and test of an integrated theoretical model. Manuscript presented at the 57th Annual Academy of Management Meeting, Boston, MA.

Estrada, M., Kacmar, K.M., & Hasselbeck, J.R. (1997). Diversity and the glass ceiling: The case of management faculty. Manuscript presented at the 39th annual Southwest Academy of Management Meeting, New Orleans, LA.

CONFERENCE PRESENTATIONS (continued)

Hochwarter, W.A., Witt, L.A., & Kacmar, K.M. (1997). Perceptions of organizational politics as a moderator of the relationship between conscientiousness and sales performance. Manuscript presented at the Annual Meeting of the Southern Management Association, Atlanta, GA.

Kacmar, K.M. (1997). Quality and socialization processes. Chair, at the 39th annual Southwest Academy of Management Meeting, New Orleans, LA.

Kacmar, K.M. (1997). Employee training and career development. Chair, 57th Annual Academy of Management Meeting, Boston, MA.

Kacmar, K.M., Carlson, D.S., & Brymer, R.A. (1997). Comparison of existing organizational commitment scales. Manuscript presented at the 12th annual meeting of the Society of Industrial and Organizational Psychology, St. Louis, MO.

Zellars, K., & Kacmar, K.M. (1997). Observing ingratiation behavior: The influence of individual differences on a coworker's personal outcomes. Manuscript presented at the Annual Meeting of the Southern Management Association, Atlanta, GA.

Kacmar, K.M., & Whitfield, J.M. (1997). Journal influence in the field of management: An alternative rating method. Manuscript presented at the Annual Meeting of the Southern Management Association, Atlanta, GA.

Young, A.M., & Kacmar, K.M. (1997). The role of affective, behavioral, and cognitive responses by applicants in the employment interview. Manuscript presented at the Annual American Psychology Association Meeting, Chicago, IL.

Bozeman, D.P., & Kacmar, K.M. (1996). The effect of item contamination on the OCQ-turnover intention relationship. Manuscript presented at the 11th annual meeting of Society for Industrial and Organizational Psychology, San Diego, CA.

Bozeman, D.P., Kacmar, K.M., & Forbringer, L. (1996). Up, down, and all around: An empirical assessment of multi-rater agreement in a 360-degree feedback system. Manuscript presented at the 56th Annual Academy of Management Meeting, Cincinnati, OH.

Bozeman, D.P., Perrewé, P.L., Hochwarter, W.A., Kacmar, K.M., & Brymer, R.A. (1996). An examination of reactions to perceptions of organizational politics. Manuscript presented at the Southern Management Association Meeting, New Orleans, LA.

Carlson, D.S., & Kacmar, K.M. (1996). Values and situation as predictors of work-nonwork conflict: A model and empirical investigation. Manuscript presented at the 56th Annual Academy of Management Meeting, Cincinnati, OH.

Kacmar, K.M. (1996). New directions in interview theory, research, and practice. Discussant, 11th annual meeting of Society for Industrial and Organizational Psychology, San Diego, CA.

CONFERENCE PRESENTATIONS (continued)

- Kacmar, K.M., & Carlson, D.S. (1996). Effectiveness of impression management tactics. Manuscript presented at the 11th annual meeting of Society for Industrial and Organizational Psychology, San Diego, CA.
- Bozeman, D.P., & Kacmar, K.M. (1995). Perceptions of organizational politics and individual beliefs: Exploratory and confirmatory evidence from two field studies. Manuscript presented at the Southern Academy of Management Annual Meeting.
- Bozeman, D.P., & Kacmar, K.M. (1995). A cybernetic model of impression management communications in organizations. Manuscript presented at the 55th Annual Academy of Management Meeting, Vancouver, CA.
- Bozeman, D.P., & Kacmar, K.M. (1995). Understanding as a moderator of organizational politics and outcomes. Manuscript presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Carlson, J.R., Carlson, D.S., & Kacmar, K.M. (1995). The relationship between individual power moves and group agreement types: An examination and model. Manuscript presented at the 38th annual Southwest Academy of Management Meeting, Houston, TX. (Nominated for Best Paper)
- Carlson, D.S., Kacmar, K.M., & Stepina, L.P. (1995). Identity as an alternative explanation of work-family conflict: An empirical examination. Manuscript presentation at the Southwest Academy of Management Meeting, Houston, TX.
- Delery, J.E., Kacmar, K.M., & David A. (1995). Impression management in the employment interview: Applicant and interviewer influence. Manuscript presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kacmar, K.M. (1995). HRM staffing issues. Chair, at the 37th annual Southwest Academy of Management Meeting, Houston, TX.
- Kacmar, K.M. (1995). Best papers session. Discussant, 55th Annual Academy of Management Meeting, Vancouver, CA.
- Kacmar, K.M. (1995). Negotiation and influence processes. Chair, Southern Management Association Meeting.
- Kacmar, K.M. (1995). Job search behavior and coping with job loss. Chair, Southern Management Association Meeting.
- Kacmar, K.M., Carlson, D.S., Wright, P.M., & McMahan, G.C. (1995). Assessing the factors in the differences between supervisor and subordinate performance ratings: A Multiple sample study. Manuscript presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

CONFERENCE PRESENTATIONS (continued)

Kacmar, K.M., Wayne, S.J., & Bozeman, D.P. (1995). The many faces of ingratiation. Manuscript presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Valle, M., & Kacmar, K.M. (1995). Dimensionality of the Measure of Ingratiation Behaviors in Organizational Settings. Manuscript presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Anthony, W.P., Whitfield, J.M., & Kacmar, K.M. (1994). Evaluation of team-based management: A model and case study. Manuscript presented at the Annual American Management Association Meeting, Dallas, TX.

Ferris, G.R., Frink, D.D., Galang, M.C., Zhou, J., Kacmar, K.M., & Howard, J.L. (1994). Political work environments. Manuscript presented at the 9th annual meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Fiorito, J., & Kacmar, K.M. (1994). Of one mind? Cognitive Maps of top officers and staff in US national unions. Manuscript presented at the APA/CUMLA Conference on the Psychology of Industrial Relations, Detroit, MI.

Kacmar, K.M. (1994). Managing diversity. Discussant, Association of Management Annual Conference, Dallas, TX.

Kacmar, K.M., & Bozeman, D.P. (1994). Are we running in place? A typology of impression management tactics twenty-five years later. Manuscript presented at the 54th Annual Academy of Management Meeting, Dallas, TX.

Kacmar, K.M., Bozeman, D.P., Wayne, S.J., & Anthony, W.P. (1994). An empirical test of a model of perceptions of organizational politics. Manuscript presented at the Annual Southern Management Association Meeting, New Orleans, LA.

Kacmar, K.M., & Carlson, D.S. (1994). Further validation of the Perceptions of Politics Scale (POPS). Manuscript presented at the 54th Annual Academy of Management Meeting, Dallas, TX.

Kacmar, K.M., Estrada, M., & Schoenfeldt, L.F. (1994). Validation of a management potential interview process. Manuscript presented at the Annual American Management Association Meeting, Dallas, TX.

Kacmar, K.M., & Wayne, S.J. (1994). How to publish in human resources. Chair of symposium presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.

Kacmar, K.M., Wright, P.M., & McMahan, G.C. (1994). Training as a tool for resocializing employees' attitudes toward information technologies. Manuscript presented at the 9th annual meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

CONFERENCE PRESENTATIONS (continued)

Carlson, D.S., & Kacmar, K.M. (1993). Perceptions of ethics across situations: A view through three different lenses. Manuscript presented at the Southern Management Association Annual Meeting, Atlanta, GA.

Kacmar, K.M. (1993). Organizational communication processes. Chair, at the 53rd Annual Academy of Management Meeting, Atlanta, GA.

Kacmar, K.M. (1993). Validity, reliability, and hierarchical assessment. Discussant, Southern Management Association Annual Meeting, Atlanta, GA.

Kacmar, K.M., & Perrewé, P.L. (1993). Organizational politics, control, and job stress: Two field investigations. Manuscript presented at the Southern Management Association Annual Meeting.

Hochwarter, W.A., & Kacmar, K.M. (1992). Using quantitative and qualitative methods to explain differences in gender-based interview outcomes: Good news for women job applicants. Manuscript presented at the 52nd Annual Academy of Management Meeting, Las Vegas, NV.

Kacmar, K.M. (1992). Participation and involvement. Discussant, Annual Meeting of the Southern Management Association, New Orleans, LA.

Kacmar, K.M., & Wright, P.M. (1992). How low will they go? An examination of self-set goals in the incentive-performance relationship. Manuscript presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.

Wright, P.M., & Kacmar, K.M. (1992). The moderating role of goal commitment in the goal difficulty-performance relationship. Manuscript presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, CA.

Wright, P.M., Kacmar, K.M., McMahan, G.C., & DeLeeuw, K. (1992). Ability as a moderator of the relationship between personality and job performance. In J.L. Wall & L.R. Jauch (Eds.), Academy of Management Best Papers Proceedings 1992. Las Vegas, NV.

Kacmar, K.M. (1991). An assessment of individual interviewer decision making abilities in employment interviews: A triangulation approach. Manuscript presented at the 51st Annual Academy of Management Meeting, Miami, FL.

Kacmar, K.M. (1991). Applicants' use of impression management tactics in the employment interview. Manuscript presented at the 6th annual meeting of the Society of Industrial and Organizational Psychology, St. Louis, MO.

Kacmar, K.M. (1991). Personnel selection. Discussant, 33rd Annual Meeting of Southwest Division of Academy of Management, Houston, TX.

CONFERENCE PRESENTATIONS (continued)

Kacmar, K.M., Wayne, S.J., & Wright, P.M. (1991). The effects of goal setting and impression management in the performance appraisal process. Manuscript presented at the 6th annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Wright, P.M., & Kacmar, K.M. (1991). Impression management in organizations. Chair of symposium presented at the 6th annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Wright, P.M., & Kacmar, K.M. (1991). Goal specificity as a determinant of goal commitment and goal change. Manuscript presented at the 51st Annual Academy of Management Meeting, Miami, FL.

Wright, P.M., & Kacmar, K.M. (1991). The mediating roles of goals, expectancies, and attractiveness in the incentive-performance relationship. Manuscript presented at the 6th annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Ferris, G.R., Gilmore, D.C., & Kacmar, K.M. (1990). Understanding and control as moderators of the relationship between organizational politics and job anxiety. Manuscript presented at the 5th annual meeting of the Society for Industrial and Organizational Psychology, Miami, FL.

Kacmar, K.M. (1990). Application of organizational behavior theories to HRM. Discussant, 32nd Annual Meeting of the Southwest Academy of Management, Dallas, TX.

Kacmar, K.M. (1990). Interface lift from OB (feedback, leader member exchange, commitment, and impression management). Moderator of symposium, 32nd Annual Meeting of the Southwest Academy of Management, Dallas, TX.

Kacmar, K.M., Delery, J.E., & Ferris, G.R. (1990). The effectiveness of the use of impression management tactics by applicants on employment interview outcomes. Manuscript presented at the Annual Meeting of the Southern Management Association, Orlando, FL.

Kacmar, K.M., & Eder, R.W. (1990). Interview judgment processes: Edward Webster's vision and current research efforts. Chair of symposium presented at the 5th annual meeting of the Society for Industrial and Organizational Psychology, Miami, FL.

Kacmar, K.M., & Ferris, G.R. (1990). Development of the perceptions of organizational politics scale (POPS). Manuscript presented at the 5th annual meeting for the Society of Industrial and Organizational Psychology, Miami, FL.

Kacmar, K.M., & Mahoney, J.D. (1990). New directions in interpersonal influence in organizations. Chair of symposium presented at the 5th annual meeting of the Society for Industrial and Organizational Psychology, Miami, FL.

Kacmar, K.M., & Schoenfeldt, L.F. (1990). Relational communication analysis applied to the selection interview process. Manuscript presented for a symposium at the 5th annual meeting of the Society for Industrial and Organizational Psychology, Miami, FL.

CONFERENCE PRESENTATIONS (continued)

- Kacmar, K.M., Wayne, S.J., & Ratcliff, S.L. (1990). Evening the odds: The influence of information on hiring minorities. Manuscript presented at the Annual Meeting of the Southern Management Association, Orlando, FL.
- McMahan, G.C., & Kacmar, K.M. (1990). The diagnosis of work group norms: Practical implications for change. Manuscript presented at the Annual Meeting of the Southern Management Association, Orlando, FL.
- Abelson, M.A., Kacmar, K.M., & Jackofsky, E.F. (1989). Factors influencing real estate brokerage sales staff performance. Manuscript presented at the Annual Meeting, American Real Estate Society, Washington, DC.
- Eder, R.W., & Kacmar, K.M. (1989). Employment interview research: History and synthesis. Manuscript presented at the 49th Annual Academy of Management Meeting, Washington, DC.
- Ferris, G.R., & Kacmar, K.M. (1989). Perceptions of organizational politics. Manuscript presented at the 49th Annual Academy of Management Meeting, Washington, DC.
- Kacmar, K.M. (1989). Perspectives on organizational communication. Chair, 31st Annual Meeting of Southwest Division of Academy of Management, New Orleans, LA.
- Kacmar, K.M., & Ratcliff, S.L. (1989). Towards a rationale for reverse racial discrimination in employment interview research. Manuscript presented at the Annual Conference of the Council on Employee Responsibilities and Rights, Orlando, FL.
- Wayne, S.J., Kacmar, K.M., & Ferris, G.R. (1989). Subordinate upward influence effects on co-worker responses. Manuscript presented at the 4th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
- Ferris, G.R., & Kacmar, K.M. (1988). Organizational politics and affective reactions. Manuscript presented at the 30th Annual Meeting, Southwest Division of the Academy of Management, San Antonio, TX.
- Kacmar, K.M. (1988). Interviewer judgment research: A historical perspective. Manuscript presented at the Annual Meeting of the Southern Management Association, Atlanta, GA.
- Kacmar, K.M., & Ferris, G.R. (1988). Curvilinearity in the age-job satisfaction relationship. Manuscript presented at the 3rd annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

INVITED PRESENTATIONS

- Kacmar, K.M. (2018). A scholar looks at 40. Colloquium speaker at Mississippi State University.
- Kacmar K.M. (2017). Designing quality research. Colloquium speaker at Michigan State University.

INVITED PRESENTATIONS (continued)

- Kacmar, K.M. (2017). Problem children. Colloquium speaker at Texas A&M University.
- Kacmar, K.M. (2017). Finding your purpose. Keynote Speaker at Mid-South Management Research Consortium, Oxford, MS.
- Kacmar, K.M. (2017). What I learned in graduate school that I still use. Colloquium speaker at University of Mississippi.
- Kacmar, K.M. (2016). The history of perceptions of organizational politics. Colloquium speaker at Baruch College's Zicklin School of Business.
- Kacmar, K.M. (2016). Managing your reputation. Doctoral Student Consortium, Southern Management Association, Charlotte, NC.
- Kacmar, K.M. (2016). The publication process. Doctoral Student Consortium, 2016 Cambridge Business & Economics Conference, Cambridge, UK.
- Kacmar, K.M. (2015). Impression management as a self-regulation failure. Colloquium speaker at Baruch College's Zicklin School of Business.
- Kacmar, K.M. (2015). Research agenda development. Doctoral Student Consortium, Southern Management Association, St. Petersburg, FL.
- Kacmar, K.M. (2014). It takes two: Role of actors and targets in the impression management process. Colloquium speaker at University of Zurich.
- Kacmar, K.M. (2013). Political skill: Getting your way nicely. Colloquium speaker at University of Nebraska.
- Kacmar, K.M. (2012). The ethics of leadership. Colloquium speaker at University of Texas at Dallas.
- Kacmar, K.M. (2012). Developing a research program. New Doctoral Student Consortium, Academy of Management, Boston, MA.
- Kacmar, K.M. (2012). Publishing research. Colloquium speaker at BEM Bordeaux Management School, France.
- Kacmar, K.M. (2011). Developing your research pipeline. New Doctoral Student Consortium, Academy of Management, San Antonio, TX.
- Kacmar, K.M. (2010). What editors and reviewers are looking for in submitted manuscripts. Doctoral Student Consortium, Southern Management Association, St. Petersburg, FL.
- Kacmar, K.M. (2010). Developing a research agenda. New Doctoral Student Consortium, Academy of Management, Montreal, Canada.

INVITED PRESENTATIONS (continued)

Kacmar, K.M. (2010). Research through an editor's eye. Colloquium speaker at Georgia State University.

Kacmar, K.M. (2010). Ethical leadership. Colloquium speaker at Texas Christian University.

Kacmar, K.M. (2009). Meet the editors. HR Division Junior Faculty/Doctoral Student Consortium, Academy of Management, Chicago, IL.

Kacmar, K.M. (2009). Developing a research agenda. Doctoral Student Consortium, Southern Management Association, Asheville, NC.

Kacmar, K.M. (2009). Developing quality HR research. New Doctoral Student Consortium, Academy of Management, Chicago, IL.

Kacmar, K.M. (2009). Multiple faces of leadership. Colloquium speaker at Erasmus University.

Kacmar, K.M. (2009). Publishing: Through the eyes of an editor. Colloquium speaker at Auburn University.

Kacmar, K.M. (2009). Leadership: The good, bad, and ugly. Colloquium speaker at University of Houston.

Kacmar, K.M. (2008). Editors round table. SIM/ONE PDW, Academy of Management, Anaheim, CA.

Kacmar, K.M. (2008). Meet the editors. HR Division Junior Faculty/Doctoral Student Consortium, Academy of Management, Anaheim, CA.

Kacmar, K.M. (2008). Tips from editors. HR Division Junior Faculty Consortium, Academy of Management, Anaheim, CA.

Kacmar, K.M. (2008). Developing a research agenda. Doctoral Student Consortium, Southern Management Association, St. Petersburg, FL.

Kacmar, K.M. (2008). Lessons learned the hard way. Fellows Symposium, Southern Management Association Meeting, St. Petersburg, FL.

Kacmar, K.M. (2007). Effective teaching strategies. Doctoral Student Consortium, Southwest Academy of Management, Houston, TX.

Kacmar, K.M. (2007). Developing a research agenda. Doctoral Student Consortium, Southern Management Association, Nashville, TN.

Kacmar, K.M. (2007). The dark side of organizational life. Colloquium speaker at the University of Maryland.

INVITED PRESENTATIONS (continued)

Kacmar, K.M. (2007). Becoming an editor. Junior Faculty Consortium, HR Division, Academy of Management, Philadelphia, PA.

Kacmar, K.M. (2007). Forging a successful research path. Doctoral Student Consortium, Southwest Academy of Management, San Diego, CA.

Kacmar, K.M. (2007). Faculty learning and innovation: Learning through application. Workshop, Southwest Academy of Management, San Diego, CA.

Kacmar, K.M. (2007). Welcome to the dark side of organizational life. Colloquium speaker at the University of Texas at Arlington.

Kacmar, K.M. (2006). Developing a research agenda. Doctoral Student Consortium, Southern Management Association, Clearwater Beach, FL.

Kacmar, K.M. (2006). Parting thoughts from the division president. Doctoral Student Consortium, HR Division, Academy of Management, Atlanta, GA.

Kacmar, K.M. (2006). Charting a course to becoming a successful senior faculty member. Doctoral Student Consortium, Southwest Academy of Management, Oklahoma City, OK.

Kacmar, K.M. (2006). Something for everyone: Tips on incorporating multiple teaching approaches in the classroom. Southwest Academy of Management, Oklahoma City, OK.

Kacmar, K.M. (2006). The dark side of the employment relationship. Colloquium speaker at the University of Oklahoma.

Kacmar, K.M. (2006). Let's take a walk on the dark side of organizational life. Colloquium speaker at the University of British Columbia.

Kacmar, K.M. (2005). Thoughts from the division chair. Doctoral Student Consortium, HR Division, Academy of Management, Honolulu, HI.

Kacmar, K.M. (2005). Developing your research agenda. Doctoral Student Consortium, Southern Management Association, Charleston, SC.

Kacmar, K.M. (2005). Thinking ethically on a daily basis. Speaker at the Rotary Club, Tuscaloosa, AL.

Kacmar, K.M. (2005). Creating a personal code of ethics. Speaker at the American Express Financial Advisors Meeting, Birmingham, AL.

Kacmar, K.M. (2005). Elements of an ethical corporation. Speaker at the Board of Director's Meeting for Jenkins Brick, Montgomery, AL.

INVITED PRESENTATIONS (continued)

- Kacmar, K.M. (2004). Journal of Management editors: Past and present. Panelist at the Southern Management Association Meetings, San Antonio, TX.
- Kacmar, K.M. (2003). Ethical and unethical behavior in organizations. Colloquium speaker at the University of Alabama.
- Kacmar, K.M. (2003). Contributing through service. Doctoral Student Consortium, Southern Management Association, Clearwater, FL.
- Kacmar, K.M. (2003). Reviewing for academic journals. Colloquium speaker at Cornell University.
- Kacmar, K.M. (2002). The impact of LMX and communication on performance. Colloquium speaker at the University of Arkansas.
- Kacmar, K.M. (2002). Getting published. 23rd Annual Industrial and Organizational Psychology and Organizational Behavior Graduate Student Conference, Tampa, FL.
- Kacmar, K.M. (2002). Editor's round table. Human Resource Division Doctoral Student/Junior Faculty Consortium, 62nd Annual Academy of Management Meeting, Denver, CO.
- Kacmar, K.M. (2002). Developing a research stream. Human Resource Division Doctoral Student /Junior Faculty Consortium, 62nd Annual Academy of Management Meeting, Denver, CO.
- Kacmar, K.M. (2001). Dysfunctional behaviors in organizations. Colloquium speaker at the University of Nebraska.
- Kacmar, K.M. (2001). Editor's round table. Human Resource Division Doctoral Student/Junior Faculty Consortium, 61st Annual Academy of Management Meeting, Washington, DC.
- Kacmar, K.M. (2001). Survival and success. Human Resource Division Doctoral Student /Junior Faculty Consortium, 61st Annual Academy of Management Meeting, Washington, DC.
- Kacmar, K.M. (2001). Publishing. Management History Division Doctoral Student Consortium, 61st Annual Academy of Management Meeting, Washington, DC.
- Kacmar, K.M. (2001). Publishing in management journals. Colloquium speaker at the University of Alabama.
- Kacmar, K.M. (2000). Session with editors. Organizational Behavior Division Junior Faculty Consortium, 60th Annual Academy of Management Meeting, Toronto, ON.
- Kacmar, K.M. (2000). Editor's round table. Human Resource Division Doctoral Student /Junior Faculty Consortium, 60th Annual Academy of Management Meeting, Toronto, ON.
- Kacmar, K.M. (2000). Open round table with editors. Careers/Research Method Divisions Workshop, 60th Annual Academy of Management Meeting, Toronto, ON.

INVITED PRESENTATIONS (continued)

Kacmar, K.M. (2000). Measuring and modeling the ingratiation process. Colloquium speaker at the University of Central Florida.

Kacmar, K.M. (1999). Effective collaborations: Issues involving co-authoring. Doctoral Student Consortium, 59th Annual Academy of Management Meeting, Chicago, IL.

Kacmar, K.M. (1999). The role of service. Junior Faculty Consortium, 59th Annual Academy of Management Meeting, Chicago, IL.

Kacmar, K.M. (1998). Effective coauthoring. Doctoral Student Consortium, 58th Annual Academy of Management Meeting, San Diego, CA.

Kacmar, K.M. (1998). Conducting quality research. Doctoral Student Consortium, 40th Annual Meeting of the Southwest Division of the Academy of Management, Dallas, TX.

Kacmar, K.M. (1998). A comparison of three measures of impression management. Colloquium speaker at the University of Miami.

Kacmar, K.M. (1997). Mentoring and working with doctoral students. Doctoral Student Consortium, 39th Annual Meeting of the Southwest Division of the Academy of Management, New Orleans, LA.

Kacmar, K.M. (1997). An empirical assessment of multi-rater agreement in a 360-degree performance appraisal system. Colloquium speaker at the University of Arizona.

Kacmar, K.M. (1996). Selecting and working with co-authors. Human Resource Division Junior Faculty Consortium, 56th Annual Academy of Management Meeting, Cincinnati, OH.

Kacmar, K.M. (1994). Top ten dos and don'ts of publishing: Lessons learned the hard way. Colloquium speaker at the University of Alabama.

Kacmar, K.M. (1993). Using experiential exercises to teach human resource management: Breakfast for your head. Presented at the 35th Annual Meeting, Southwest Division of the Academy of Management, New Orleans, LA.

Kacmar, K.M. (1995). Tenure or tenuous track? Creating opportunities and moderating disruptions. Careers Division Doctoral Student and Faculty Workshop, 55th Annual Academy of Management Meeting, Vancouver, CA.

Kacmar, K.M., & Wayne, S.J. (1999). Effective collaborations: Issues involving co-authoring. Doctoral Student Consortium, 59th Annual Academy of Management Meeting, Chicago, IL.

Kacmar, K.M., Wayne, S.J., & Stone, D. (1995). Effective collaborative research: Managing the process. Careers Division Doctoral Student and Faculty Workshop, 55th Annual Academy of Management Meeting, Vancouver, CA.

BOOKS

- Anthony, W.P., Kacmar, K.M., & Perrewé, P.L. (2010). Human resource management: A strategic approach (6th ed.), Fort Worth: Dryden Press.
- Anthony, W.P., Kacmar, K.M., & Perrewé, P.L. (2006). Human resource management: A strategic approach (5th ed.), Fort Worth: Dryden Press.
- Anthony, W.P., Kacmar, K.M., & Perrewé, P.L. (2002). Human resource management: A strategic approach (4th ed.), Fort Worth: Dryden Press.
- Anthony, W.P., Kacmar, K.M., & Perrewé, P.L. (1999). Human resource management: A strategic approach (3rd ed.), Fort Worth: Dryden Press.
- Anthony, W.P., Perrewé, P.L., & Kacmar, K.M. (1996). Strategic human resource management (2nd ed.), Fort Worth: Dryden Press.
- Anthony, W.P., Perrewé, P.L., & Kacmar, K.M. (1993). Strategic human resource management, Fort Worth: Dryden Press.

CONTRIBUTED BOOK CHAPTERS

- Cropanzano, R.S., & Kacmar, K.M. (1995). Organizational politics, justice, and support: Managing the social climate of the workplace. Westport, CT: Greenwood Publishing.
- Kacmar, K.M. (1993). Management 4th edition Griffin, Instructor's Manual. Boston: Houghton Mifflin.
- Kacmar, K.M. (1993). Management 4th edition Griffin, Test Bank. Boston: Houghton Mifflin.
- Bratton, V.K., & Kacmar, K.M. (2004). The damaging effects of excessive careerism in organizations. In R.W. Griffin & A.M. O'Leary-Lelly (Eds.), The darkside of organizational behavior (pp. 291-308). San Francisco, CA: Jossey Bass.
- Harris, K.J., & Kacmar, K.M. (2003). New directions in organizational politics research. In C. Schriesheim & L. Neider (Eds.) Research in management (pp. 91-110). Greenwich, CT: Information Age.
- Harris, K.J., & Kacmar, K.M. (2005). Politics and stress. In J. Barling, M. Frone, & K. Kelloway (Eds.) Handbook of work stress. Newbury Park, CA: Sage.
- Hochwarter, W., Kolodinsky, R., Witt, L., Hall, A., Ferris, G., & Kacmar, K.M. (2006). Competing perspectives on the role of understanding in the politics perceptions job performance relationship: A test of the antidote versus distraction hypotheses. In E. Vigoda-Gadot & A. Drory (Eds.), Handbook of organizational politics (pp. 271-285). Northampton, MA: Edward Elgar Publishing, Inc.

CONTRIBUTED BOOK CHAPTERS (continued)

Kacmar, K.M. (2007). Ethics and human resource management. In S. Werner (Ed.), Managing human resources in North America: current issues and perspectives. Oxford, UK: Routledge.

Kacmar, K.M. (2008). Setting up an effective manuscript review process. In Y. Baruch, A. Konrad, H. Aguinis, & W. H. Starbuck (Eds.), Opening the black box of editorship pp. 49-55. New York, NY: Palgrave-Macmillan.

Kacmar, K.M. & Baron, R.A. (1999). Organizational politics: The state of the field, links to related research, and an agenda for future research. In G.R. Ferris (Ed.), Research in personnel and human resources management (vol. 17, pp.1-39). Greenwich, CT: JAI Press.

Kacmar, K.M., & Carlson, D.S. (1998). The dysfunctional aspect of political behavior in organizations. In R.W. Griffin, A.M. O'Leary-Kelly, & J. Collins (Eds.), Dysfunctional behavior in organizations (vol. 23b, pp. 195-218). Greenwich, CT: JAI Press.

Kacmar, K.M., & Young, A.M. (1999). Indirect unfavorable information in the employment interview: A missing component in negativity effects research. In R.W. Eder & M.M. Harris (Eds.), The employment interview handbook (pp. 229-242). Newbury Park, CA: Sage.

Cropanzano, R.S., Kacmar, K.M., & Bozeman, D.P. (1995). Organizational politics, justice, and support: Their differences and similarities. In R.S. Cropanzano & K.M. Kacmar (Eds.), Organizational politics, justice and support: Managing the social climate of the workplace (pp. 2-18). Westport, CT: Quorum Books.

Ferris, G.R., Brand, J.F., Brand, S., Rowland, K.M., Gilmore, D.C., Kacmar, K.M., & Burton, C.A. (1993). Politics and control organizations. In E.J. Lawler, B. Markovsky, J. O'Brien, & K. Heimer (Eds.), Advances in group processes (vol. 10, pp. 83-111). Greenwich, CT: JAI Press.

Ferris, G.R., King, T.R., Judge, T.A., & Kacmar, K.M. (1991). The management of shared meaning in Organizations: Opportunism in the reflection of attitudes, beliefs, and values. In R.A. Giacalone & P. Rosenfeld (Eds.), Applying impression management: How image making affects managerial decisions (pp. 41-64). Newbury Park, CA: Sage.

Kacmar, K.M. (1990). Harward Industries. In T.O. Peterson (Ed.), Human resources management: Readings and cases (pp. 196-199). Boston, MA: Houghton Mifflin.

Kacmar, K.M. (1990). Weaver Rental. In T.O. Peterson (Ed.), Human resources management: Readings and cases (pp. 80-81). Boston, MA: Houghton Mifflin.

Eder, R.W., Kacmar, K.M., & Ferris, G.R. (1989). Interviewer judgment research: History and synthesis. In R.W. Eder & G.R. Ferris (Eds.), The employment interview: Theory, research, and practice (pp. 17-31). Newbury Park, CA: Sage.

CONTRIBUTED BOOK CHAPTERS (continued)

Kacmar, K.M., Ratcliff, S.L., & Ferris, G.R. (1989). Internal validity of experimental employment interview research. In R.W. Eder & G.R. Ferris (Eds.), The employment interview: Theory, research, and practice (pp. 32-41). Newbury Park, CA: Sage.

Gilmore, D.C., Ferris, G.R., & Kacmar, K.M. (1988). The nature of employment interview decisions. In G.R. Ferris & K.M. Rowland (Eds.), Human resources management: Perspectives and issues (pp. 101-107). Boston, MA: Allyn and Bacon.

BOOK REVIEW

Kacmar, K.M. (1994). Review of Finding, hiring, and keeping the best employees. by Robert Half. Organizational Dynamics, 23, 75-76.

RESEARCH GRANTS

Carlson, D.S., & Kacmar, K.M. (1994). An examination of the causes and outcomes of work/nonwork conflict. Research grant proposal funded by the Society for Human Resource Management.

Kacmar, K.M., & Andrews, M.C. (2004). Impact of turnover on performance. Research grant funded by Burger King.

Kacmar, K.M. (2003). Development and validation of a measure of work-family facilitation. Research grant proposal funded by Committee on Faculty Research Support (COFRS), Florida State University.

Kacmar, K.M. (1998). An assessment of a 360-degree performance appraisal program. Research grant funded by the College of Business, Florida State University.

Kacmar, K.M. (1997). An examination of the process of impression management. Research grant proposal funded by Committee on Faculty Research Support (COFRS), Florida State University.

Kacmar, K.M. (1994). Validation of the Perceptions of Organizational Politics Scale (POPS). Research grant funded by the College of Business, Florida State University.

Kacmar, K.M. (1993). An examination of the antecedents and consequences of work/nonwork conflict. Research grant proposal funded by Committee on Faculty Research Support (COFRS), Florida State University.

Kacmar, K.M. (1990). An examination of minority communication patterns in the employment interview. Research grant proposal funded by the Society for Human Resource Management.

RESEARCH GRANTS (continued)

- Kacmar, K.M. (1989). Relational communication and mutual influence in the employment interview. Research grant proposal funded by the Former Student Association, Texas A&M University.
- Kacmar, K.M., & Andrews, M. (1997). Evaluation of worker satisfaction in the utility sector. Research grant proposal funded by St. Johns River Water Management District.
- Kacmar, K.M., Carlson, D.S., & Young, A. (1994). Job analysis and reference manual creation for analysts. Research grant proposal funded by the Florida Bar Association.
- Kacmar, K.M., & Ferris, G.R. (1989). Relational communication and mutual influence in the employment interview. Research grant proposal funded by the American Society for Personnel Administration.
- Perrewé, P.L., & Kacmar, K.M. (1993). Supportability of subcontractors. Research grant proposal funded by NASA.
- Wright, P.M., & Kacmar, K.M. (1991). Job analysis and needs assessment. Research grant proposal funded by Whirlpool Corporation.

EDITORIAL ASSIGNMENTS AND REVIEWING

- Associate Editor for Academy of Management Journal, 2007-2010
- Editor for Journal of Management, 1999-2002
- Associate Editor for Human Resource Management Journal, 1996-1999
- Editorial review board for Journal of Applied Psychology, 1998-present
- Editorial review board for Journal of Management, 2003-2007, 2011-present
- Editorial review board for Journal of Managerial Issues, 2001-present
- Editorial review board for Journal of Occupational and Organizational Psychology, 2012-present
- Editorial review board for Academy of Management Journal, 2010-2015
- Editorial review board for Organizational Analysis, 2004-2010
- Editorial review board for Journal of Management and Organizations, 2006-2011
- Editorial review board for Human Resource Management, 2002-2012
- Ad hoc reviewer for Canadian Journal of Behavioral Science
- Ad hoc reviewer for Group and Organization Management
- Ad hoc reviewer for Human Relations
- Ad hoc reviewer for Journal of Organizational Behavior
- Ad hoc reviewer for Journal of Applied Social Psychology
- Ad hoc reviewer for Journal of Business Venturing
- Ad hoc reviewer for Management Science
- Ad hoc reviewer for Organizational Behavior and Human Decision Processes
- Ad hoc reviewer for Personnel Psychology
- Ad hoc reviewer for Psychological Reports

PROFESSIONAL ACTIVITIES

Member, Thomas A. Mahoney Mentoring Award Committee, HR Division, Academy of Management, 2019

Member, JOM Editor Selection Committee, Southern Management Association, 2018

Chair, Nominations Committee, Southern Management Association, 2018

Past-President, Southern Management Association, 2017-2018

Chair, Thomas A. Mahoney Mentoring Award Committee, HR Division, Academy of Management, 2017

Member, Nominations Committee, Southern Management Association, 2017

Member, Software Selection Committee, Southern Management Association, 2016

Chair, Best Overall Conference Paper Committee, Southern Management Association, 2016

Chair, Best Overall Doctoral Student Conference Paper Committee, Southern Management Association, 2016

President, Southern Management Association, 2016-2017

Member, Nominations Committee, Southern Management Association, 2016

Program Chair, Southern Management Association, 2016

President, Southern Management Association, 2015-2016

Member, Distinguished Human Resource Executive Award Committee, HR Division, Academy of Management, 2015

Member, Elections Committee, Southern Management Association, 2015

President-Elect, Southern Management Association, 2014-2015

Program Chair, Southern Management Association, 2013-2014

Program Chair-Elect, Southern Management Association, 2012-2013

Member, Search Committee for the Journal of Management Editor, 2013

Chair, Archivist Search Committee, Southern Management Association, 2013

Deputy Dean, Southern Management Association Fellows, 2013-2016

Member, Nominations Committee, HR Division, Academy of Management, 2012-2013

Member, Journal Task Force, Southern Management Association, 2011

Member, Member Investment Task Force, Southern Management Association, 2011

Member, James G. (Jerry) Hunt Sustained Outstanding Service Award Selection Committee, Southern Management Association, 2011-2012

Member, Ralph Alexander Dissertation Award Committee, Human Resource Division, Academy of Management, 2011

Member, HR Executive Award Committee, Human Resource Division, Academy of Management, 2011

Chair, Journal of Management Publisher's Selection Committee, 2010

Member, Best Paper Committee, Southern Management Association, 2010

Member, SMA Service Award Selection Committee, Southern Management Association, 2008

Deputy Dean, Southern Management Association Fellows, 2008-2010

Chair, Fellows Nomination Committee, Southern Management Association, 2008-2010

Member, Fellows Nomination Committee, Southern Management Association, 2007

Chair, Search Committee for the Journal of Management Editor, 2007

Member, Distinguished Service Contributions Award, SIOP, 2007

Member, SHRM Foundation Dissertation Awards Committee Human Resource Division, Academy of Management, 2007

Past Division Chair, Human Resource Division, Academy of Management, 2007

Chair, Elections Committee, Human Resource Division, Academy of Management, 2007

PROFESSIONAL ACTIVITIES (continued)

Division Chair, Human Resource Division, Academy of Management, 2006
 Member, Best Paper Committee OB/OT/OD Track, Southern Management Association, 2006
 Member, Best Student Paper Committee, Southern Management Association, 2006
 Division Chair-Elect, Human Resource Division, Academy of Management, 2005
 Chair, Best Conference Paper Committee, Academy of Management, Human Resource Division, 2005
 Coordinator, Doctoral Consortium, Southwest Academy of Management Meeting, 2005
 Program Chair, Human Resource Division, Academy of Management, 2004
 Chair, Professional Development and Preconference Workshops, Human Resource Division, Academy of Management, 2003
 George R. Terry Book Award Committee, Academy of Management, 2003
 Chair, Journal of Management Publisher's Selection Committee, 2003
 Member, Ralph Alexander Dissertation Award Committee, Human Resource Division, Academy of Management, 2003
 Member, Selection Committee for the Society for Human Resource Management's Losey Award, 2001
 Member, Society for Industrial and Organizational Psychologists Program Committee, 2000
 Member, American Psychological Association Division 14 Program Committee, 1999
 Chair, Newsletter Editor Selection Committee for the Southern Management Association, 1999
 Newsletter Editor for Human Resource Division for the Academy of Management, 1998-2001
 Member, Executive Committee for the Human Resource Division for the Academy of Management, 1995-1998
 Member, Board of Governors for the Southern Management Association, 1996-1999
 Chair, Taskforce for a New Learning Journal for the Academy of Management, 1997-1998
 Chair, Scholarly Achievement Award Committee, Academy of Management, Human Resource Division, 1997-1998
 Newsletter Editor for Southwest Academy of Management, 1994-1998
 Director, Foundation for the Society of Human Resource Management, 1994-2000
 Coordinator, Human Resource Management Division's Junior Faculty Consortium for the Academy of Management Meeting, 1997
 Coordinator, Human Resource Management/Organizational Behavior Divisions' Joint Junior Faculty Consortium for the Academy of Management Meeting, 1996
 Member, Teaching Committee, Academy of Management, 1996-1997
 Member, Nominating Committee, Human Resource Management Division, Academy of Management, 1997
 Track chair for 1996 Organizational Theory/Organizational Communication/Organizational Development/Managerial Consultation Track for the Southern Management Association Meeting
 Track chair for 1994 Organizational Behavior Track for the Southern Management Association Meeting
 Track chair for 1994 Human Resources/Labor Issues Track for the Southwest Academy of Management Meeting
 Reviewer for 1991-2005 Academy of Management
 Reviewer for 1989-2005, 2014-present Southern Management Association
 Reviewer for 1989-1998, 2004 Southwest Division of Academy of Management
 Reviewer for 1997-1999 Society for Industrial and Organizational Psychology

PROFESSIONAL ACTIVITIES (continued)

Reviewer for 1991 Decision Sciences Institute Meeting

Reviewer for 1989 Association of Human Resource Management and Organizational Behavior Annual Conference

Chair, Member Involvement Committee, Human Resource Division of the Academy of Management, 1994-1995

Member, Best Paper Award Committee for Human Resource Division, Academy of Management, 1994

Member, Best Paper Award Committee for the Organizational Communication and Information Systems Division, Academy of Management, 1996

TEACHING EXPERIENCE

Business Ethics

An examination and application of the theories of ethics to society, business, and one's personal life for undergraduate students.

Texas State University (Management 4370)

Business Ethics and Corporate Responsibility

An examination and application of the theories of ethics to society, business, and one's personal life for graduate students.

University of South Alabama (Management 590)

Seminar in Business Ethics

An examination of research issues within the domain of ethical research.

University of South Alabama (Management 690)

Contemporary Ethical Studies in Management

An examination and application of the theories of ethics to society, business, and one's personal life.

University of Alabama (Management 341)

Seminar in Data Analysis and Interpretation

An examination of research issues within the domain of designing, conducting, and reporting empirical research including hands-on application of statistical tests utilizing computer packages to analyze various data bases.

University of Alabama (Management 691)

Seminar in Research Design

An examination of how to develop and design research studies including using theory to develop testable hypotheses, reliability, validity, and sampling.

University of Alabama (Management 690)

Seminar in Human Resources Management

A review of the literature and research in the field of human resources management.

Emphasis was placed on the classic as well as current literature.

Florida State University (Management 6933)

TEACHING EXPERIENCE (continued)

Seminar in Data Analysis and Interpretation

An examination of issues within the domain of conducting and reporting empirical research including hands-on application of statistical tests utilizing computer packages to analyze various data bases.

Florida State University (Management 6934)

Staffing

A detailed examination of various aspects in the staffing of an organization.

Texas A&M University (Management 425)

Florida State University (Management 4320)

Human Resource Management

A detailed examination of the current areas of interest in human resource management.

Texas A&M University (Management 373)

Florida State University (Management 5305)

Florida State University (Management 4301)

Compensation

An examination of the methods and implications of making wage and salary decisions for recruiting and retaining employees.

Florida State University (Management 4330)

Training and Development

The study of the various forms of training and development and their implementation both on and off the job.

Florida State University (Management 4350)

Organizational Behavior

An in depth examination of the various aspects of the field of organizational behavior designed to emphasize the application of theoretical knowledge in understanding and managing employees.

Rensselaer Polytechnic Institute (Management 670)

Organizational Behavior for Engineers and Scientists

A general survey course for nonmanagement majors integrating the principles of management, personnel, and organizational behavior.

Rensselaer Polytechnic Institute (Management 465)

Organizational Behavior and Management

An examination of the theoretical and applied aspects of the field of organizational behavior designed to develop skills in analyzing and formulating solutions to human behavior, organizational, and management problems.

Rensselaer Polytechnic Institute (Management 264)

TEACHING EXPERIENCE (continued)

Principles of Management

Survey course of the field of management.
Texas A&M University (Management 363)

COBOL as a Second Language

Intensive study of all aspects of the COBOL language.
Illinois State University (Applied Computer Science 272)

PL/1 Programming

A second semester of the PL/1 language covering topics such as sorting, merging, master file updates, and business applications.
Illinois State University (Applied Computer Science 169)

Problem Solving with the Computer

An introductory course for all computer majors covering algorithms and basic logical constructs utilizing the language of PL/1.
Illinois State University (Applied Computer Science 168)

Speech Communications

A survey course of the field of speech communications.
Illinois State University (Speech Communications 110)

PH.D. DISSERTATION COMMITTEE MEMBERSHIP

Amine A. Abi Aad, University of Alabama (Management 2014), Member

Martha Andrews, Florida State University (Management, 1999), Chair

Robert Bennett, Florida State University (Management, 1996), Member

Roger Best, Florida State University (Finance, 1996), Member

Virginia K. Bratton, Florida State University (Management, 2004), Chair

Steve Cady, Florida State University (Management, 1996), Member

Nejat Capar, Florida State University (Management, 2003), Member

Dawn Carlson, Florida State University (Management, 1995), Chair

Awarded Best Dissertation Award, Women in Management Division, Academy of Management Meeting, 1996

Brian Collins, University of Alabama (Management, 2008), Chair

Wayne S. Crawford, University of Alabama (Management, 2015), Chair

Don Daake, Florida State University (Management, 1995), Member

Darla Domke-Damonte, Florida State University (Management, 1998), Member

Timothy DeGroot, University of Florida (Management, 1997), Member

Kimberly Ellis, Florida State University (Management, 2000), Member

Paul Fadil, Florida State University (Management, 1996), Member

Denise Fernandez, Florida State University (Management, 1995), Member

Carolyn Findley, University of Alabama (Marketing, 2011), Member

Faith Fox, University of South Alabama (Management, 2020), Member

Doretta Gordon, Florida State University (Educational Research, 2003), Member

Christina-Ann Graves, University of South Alabama (Management, 2019), Co-chair

PH.D. DISSERTATION COMMITTEE MEMBERSHIP (continued)

Robin Greenwood, Florida State University (Management, 1995), Member
 Kenneth J. Harris, Florida State University (Management, 2004), Chair
 Wayne Hochwarter, Florida State University (Management, 1993), Member
 Oscar Holmes, University of Alabama (Management, 2013), Member
 Anthony Hood, University of Alabama (Management, 2011), Co-chair
 Robert Kolodinsky, Florida State University (Management, 2001), Member
 Myles Landers, University of Alabama (Marketing, 2013), Member
 Ericka Lawrence, University of Alabama (Management, 2011), Chair
 Chenwei Li, University of Alabama (Management, 2013), Member
 Jamal Maalouf, University of Alabama (Management 2014), Member
 Robert Mathner, Florida State University (Sports Management, 1996), Member
 Melissa Markley, University of Alabama (Marketing, 2008), Member
 Eric Michel, University of Illinois at Chicago (Management, 2017), Member
 Angela Miles, Florida State University (Management, 2000), Member
 Jackson Mills, University of Alabama (Finance, 2016), Member
 Lannes Morris-Murphy, Florida State University (Information Systems, 1996), Member
 Karen Morton, Florida State University (Management, 1994), Member
 Luk Mui, Hong Kong Polytechnic Institute (Management, 2001), Member
 Allona Murry, University of South Alabama (Management, 2020), Co-chair
 Brian Nagy, University of Alabama (Management, 2008), Chair
 David Noble, University of Alabama (Management, 2011), Chair
 Awarded College of Business Outstanding Dissertation Award, 2011
 William Northington, University of Alabama (Marketing, 2014), Member
 Mandy Ortiz, University of Alabama (Marketing, 2008), Member
 Christopher Robertson, Florida State University (Management, 1997), Member
 Anthony Robinson, University of Alabama (Management, 2009), Member
 Kirk Roller, Florida State University (Communication, 1995), Member
 Alfred Reddie Smith, Florida State University (Management, 1998), Member
 Taco Reus, Florida State University (Management, 2003), Member
 Sharon Segrest, Florida State University (Management, 1999), Member
 Delmonize Smith, University of Alabama (Management, 2007), Member
 Robert Steinbauer, University of Memphis (Management, 2010), Member
 Marc Street, Florida State University (Management, 1997), Member
 Vera Street, Florida State University (Management, 2006), Member
 Jintong Tang, University of Alabama (Management, 2007), Chair
 Neal Thomson, Florida State University (Management, 1995), Member
 Justice Tillman, University of Alabama (Management, 2011), Chair
 Matthew Valle, Florida State University (Management, 1995), Member
 Charles White, University of Alabama (Management, 2006), Member
 J. Michael Whitfield, Florida State University (Management, 1996), Member
 Russell Williams, Florida State University (Public Administration, 1998), Member
 Keke Wu, University of Alabama (Management, 2010), Member
 Tae Seok Yang, University of Texas at Arlington (Management, 2010), Member
 Angela M. Young, Florida State University (Management, 1997), Member
 Kelly L. Zellars, Florida State University (Management, 1998), Member
 Suzanne Zivnuska, Florida State University (Management, 2003), Chair

UNIVERSITY SERVICE

- Chair, Communication Search Committee, Department of Management, Texas State University, 2017
- Speaker, Vision Session, University Advancement, Texas State University, 2016
- Member, Research Misconduct Inquiry Panel, Texas State University, 2016
- Member, Research Committee, McCoy College of Business, Texas State University, 2015-present
- Member, Entrepreneurship Search Committee, Department of Management, Texas State University, 2015
- Member, Committee on Endowed Professorships, McCoy College of Business, Texas State University, 2015
- Member, Appointment and Advisory Committee, Rotterdam School of Management, Erasmus University, The Netherlands, 2013
- Chair, Recruitment Committee, Department of Management and Marketing, University of Alabama, 2012
- Member, J. Craig Smith Integrity Award Selection Committee, College of Commerce and Business Administration, University of Alabama, 2011
- Member, Promotion and Tenure Committee, College of Commerce and Business Administration, University of Alabama, 2010
- Member, Named Professorship Review Committee, College of Commerce and Business Administration, University of Alabama, 2010
- Member, Search Committee for Entrepreneurial Endowed Professorship, College of Commerce and Business Administration, University of Alabama, 2009
- Faculty Director, J. Craig Smith Chair of Business Integrity, University of Alabama, 2008-present
- Member, Professorship Awards Committee, College of Commerce and Business Administration, University of Alabama, 2008
- Chair, Ethical Paper Competition, College of Commerce and Business Administration, University of Alabama, 2008-present
- Member, Ethics Advisory Committee, College of Commerce and Business Administration, University of Alabama, 2007-present
- Member, Search Committee for Associate Dean, College of Commerce and Business Administration, University of Alabama, 2007
- Member, Ethics Task Force, College of Commerce and Business Administration, University of Alabama, 2006
- Chair, Promotion and Tenure Committee, Department of Management and Marketing, University of Alabama, 2007
- Member, Recruitment Committee, Department of Management and Marketing, University of Alabama, 2007
- Member, Research Advisory Committee, University of Alabama, 2006, 2007
- Member, Faculty Senate Student Affairs Subcommittee, University of Alabama, 2006
- Member, Institutional Review Board Compliance Standards Committee, University of Alabama, 2006, 2007
- Member, Faculty Senate, University of Alabama, 2006, 2007
- Member, Institutional Review Board, University of Alabama, 2005, 2006, 2007
- Alternate, Faculty Senate, University of Alabama, 2004, 2005
- Member, Promotion and Tenure Committee, College of Commerce and Business Administration, University of Alabama, 2005
- Member, Taskforce for the Center for Business Integrity, University of Alabama, 2004

UNIVERSITY SERVICE (continued)

Member, Review Committee for Untenured Faculty, Department of Management and Marketing, University of Alabama, 2004-present

Member, Doctoral Preliminary Exam Committee, Department of Management and Marketing, University of Alabama, 2004-2007, 2010

Member, Summer Grant Review Panel, Florida State University, 2004

Chair, Named Professorship Committee, Florida State University, 2003

Member, Review Committee for Untenured Faculty, Department of Management, Florida State University, 2001-2003

Member, Search Committee for Professor of Instructional Systems, College of Education, Florida State University, 2002-2003

Member, University Sabbatical Committee, Florida State University, 2002

Member, Robert O. Lawton Distinguished Professor Committee, Florida State University, 2001

Member, University Dissertation Fellowship Awards Committee, Florida State University, 1996-1999

Member, Doctoral Awards Committee, Department of Management, Florida State University, 1992-1999

Chair, Organizational Behavior Doctoral Preliminary Exam Committee, Department of Management, Florida State University, 1995, 1997, 2002, 2003

Member, Organizational Behavior Doctoral Preliminary Exam Committee, Department of Management, Florida State University, 1991-2003

Member, College of Business Summer Teaching Grant Committee, Florida State University, 1997

Member, Selection Committee for Business Communications Instructors, 1997

Member, Graduate Admission Appeals Committee, College of Business, Florida State University, 1995-1998

Chair, Promotion and Tenure Committee, Department of Management, Florida State University, 1995-1996

Member, Computing and Information Resources Committee at The Florida State University, 1993-1996

Member, Undergraduate Admission Appeals Committee, College of Business, Florida State University, 1993-1995

Chair, Committee on Appropriate Use of Information Technology for the Computing and Information Resources Committee at The Florida State University, 1993

Member, Promotion and Tenure Committee, Department of Management, Florida State University, 1993

Member, Commission for Pluralism at The Florida State University, 1992-1994

Chair, Faculty Subcommittee for the Commission for Pluralism at The Florida State University, 1993

Member, Commission on the Status of Women at The Florida State University, 1992-1994

Member, Salary Equity Subcommittee for the Commission on the Status of Women at The Florida State University, 1992-1994

Member, Faculty Evaluation Committee, Department of Management, Florida State University, 1992

Chair, Organizational Behavior Doctoral Preliminary Exam Committee, School of Management, Rensselaer Polytechnic Institute, 1990

CONSULTING EXPERIENCE

Bellagio Casino and Hotel
Burger King Corporation
City of Tuscaloosa
Clay Utility Cooperative
Florida Bar Association
Florida Keys Electric Cooperative
Florida Lottery
Fringe Benefits Management Company
Mirage Casino and Hotel
Scott McRae Group
St. John's River Water Management District
State of Florida Department of Disease Control
State of Florida Division of Environmental Health
State of Florida Division of Family and Health Services
State of Florida Department of Insurance
Tech Data Corporation
Whirlpool Corporation