

**TAMMY D. ALLEN**  
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**EDUCATION**

**Ph.D.**                      The University of Tennessee  
(August, 1996)            Knoxville, Tennessee  
Major: Industrial-Organizational Psychology

**B.A.**                      California State University  
(June, 1991)             Fullerton, California  
Major: Psychology

**ACADEMIC POSITIONS**

2006-present            Professor, Department of Psychology, University of South Florida  
2001-2006              Associate Professor, Department of Psychology, University of South Florida  
1996-2001              Assistant Professor, Department of Psychology, University of South Florida  
Summer 2005            Visiting Professor, IESE Business School, University of Navarra, Barcelona  
Spring 2012             Visiting Erskine Fellow, Department of Psychology, University of  
Canterbury, Christchurch NZ  
Spring 2012             Visiting Professor, Department of Management, Australian National  
University, Canberra, Australia  
Summer 2012            EU Erasmus Mundus Scholar, Department of Psychology, University of  
Barcelona  
Summer 2012            EU Erasmus Mundus Scholar, Department of Psychology, University of  
Bologna  
December 2015         Distinguished Visiting Scholar, Department of Management, University of  
Tasmania

**RESEARCH INTERESTS**

Work and Family  
Careers/Career Development  
Occupational Health Psychology  
Mindfulness  
Mentoring Relationships  
Organizational Citizenship Behavior

## **REFEREED JOURNAL PUBLICATIONS**

### **In Press**

1. Chen, Z., Kayhan, V., French, K. M., **Allen, T. D.**, Salomon, K., & Watkins, A. (in press). How honest are the signals? A protocol for validating wearable sensors. *Behavioral Research Methods*.
2. Cho, E., & **Allen, T. D.** (in press). The transnational family: A typology and implications for work-family balance. *Human Resource Management Review*.
3. Eby, L. T., **Allen, T. D.**, Conley, K. M., Williamson, R. L., Henderson, T. G., & Mancini, V. S. (in press). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review*.
4. French, K. A., Dumani, S., **Allen, T. D.**, Shockley, K. M. (in press). A meta-analysis of work-family conflict and social support: Examining support source, support type, and national context. *Psychological Bulletin*.
5. Grand, J. A., Rogelberg, S. G., **Allen, T. D.**, Landis, R. S., Reynolds, D. H., Scott, J. C., Tonidandel, S., & Truxillo, D. M. (in press). A systems-based approach to fostering a robust and reliable science in industrial-organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
6. Jang, S., Shen, W., **Allen, T. D.**, & Zhang, H. (in press). Societal individualism-collectivism and uncertainty avoidance as moderators of relationships between job resources and strain. *Journal of Organizational Behavior*.
7. Wepfer, A., **Allen, T. D.**, et al. (in press). Work-life boundaries and well-being: Does work-to-life integration impair well-being through lack of recovery? *Journal of Business and Psychology*.

### **2018**

8. Shockley, K. M., & **Allen, T. D.** (2018). It's not what I expected: The association between dual-earner couples' met expectations for the division of paid and family labor and well-being. *Journal of Vocational Behavior*, 104, 240-260.

### **2017**

9. **Allen, T. D.**, Eby, L. T., Bauer, T. N., & Chao, G. T. (2017). Taking stock of two relational aspects of organizational life: Tracing the history and shaping the future of socialization and mentoring research. *Journal of Applied Psychology*, 102, 324-337.
10. **Allen, T. D.**, & Martin, A. (2017). Work-family: A retrospective look at 20 years of research in JOHP. *Journal of Occupational Health Psychology*, 22, 259-272.
11. **Allen, T. D.**, Henderson, T., Mancini, V., & French, K. A. (2017). Mindfulness and meditation practice as moderators of the relationship between age and subjective wellbeing among working adults. *Mindfulness*, 8, 1055-1063.

12. **Allen, T. D.**, & Weiss, H. M. (2017). Whither I-O psychology and legislative restrictions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 194-199.
13. Jang, S., Kim, E. S., Cao, C., **Allen, T. D.**, Cooper, C. L., Lapierre, L. M. et al (2017). Measurement invariance of life satisfaction across 26 countries. *Journal of Cross-Cultural Psychology*, 48, 560-576.
14. Kiburz, K. M., **Allen, T. D.**, & French, K. A. (2017). Work-family conflict and mindfulness: Investigating the effectiveness of a brief training intervention. *Journal of Organizational Behavior*, 38, 1016-1037.
15. Olson-Buchanan, J. & **Allen, T. D.** (2017). STRETCH goals for I-O psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 370-376.
16. Wayne, J. H., Butts, M., Casper, W. J., & **Allen, T. D.** (2017). In search of balance: A conceptual and empirical integration of multiple meanings of work-family balance. *Personnel Psychology*, 70, 167-120.

#### 2016

17. **Allen, T. D.**, French, K. A., & Poteet, M. L. (2016). Women and career advancement: Issues and opportunities. *Organizational Dynamics*, 45, 206-216.
18. French, K., Butts, M., & **Allen, T. D.** (2016). Parent work conditions and adolescent core-self evaluations: Examining the effects of work resource drain and parent gender. *Journal of Business and Psychology*, 31, 553-568. **Awarded 2016 Editor Commendation**

#### 2015

19. **Allen, T. D.**, Eby, L. T., Conley, K., Williamson, R., Mancini, V., & Mitchell, M. (2015). What do we *really* know about the effects of mindfulness-based training in the workplace? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 652-661.
20. **Allen, T. D.**, French, K. A., Dumani, S., & Shockley, K. M. (2015). Meta-analysis of work-family conflict mean differences: Does national context matter? *Journal of Vocational Behavior*, 90, 90-100.
21. **Allen, T. D.**, Golden, T. D., & Shockley, K. M. (2015). How effective is telecommuting? Assessing the status of our scientific findings. *Psychological Science in the Public Interest*, 16, 40-68.
22. Poteat, L., Shockley, K. M., & **Allen, T. D.** (2015). Attachment anxiety in mentoring relationships: The mediating role of commitment. *Career Development International*, 20, 119-132.

23. Shockley, K. M., & **Allen, T. D.** (2015). Deciding between work and family: An episodic approach. *Personnel Psychology*, 68, 283-318. **Top 5 Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research**

#### 2014

24. **Allen, T. D.**, Eby, L. T., Weiss, H. M., & French, K. A. (2014). I-O psychology's Chicken Little syndrome. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 304-311.
25. **Allen, T. D.**, Cho, E., & Meier, L. L. (2014). Work-family boundary dynamics. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 99-121.
26. **Allen, T. D.**, & Finkelstein, L. M (2014). Work-family conflict among members of full-time dual-earner couples: An examination of family life stage, gender, and age. *Journal of Occupational Health Psychology*, 19, 376-384.
27. **Allen, T. D.**, Lapierre, L., Spector, P. E., et al. (2014). The link between national paid leave policy and work-family conflict among married working parents. *Applied Psychology: International Review*, 63, 5-28.
28. Casper, W. J., **Allen, T. D.**, & Poelmans, S. A. Y. (2014). International perspectives on work and family: An introduction to the special issue. *Applied Psychology: International Review*, 63, 1-4.
29. McAbee, S. T., Oswald, F. L., King, E. B., **Allen, T. D.**, Stark, S., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Rogelberg, S. G., & Yang, L. Q. (2014). Including science advocacy in industrial-organizational curriculum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 61-65.

#### 2013

30. **Allen, T. D.**, Johnson, R. C., Kiburz, K., & Shockley, K. M. (2013). Work-family conflict and flexible work arrangements: Deconstructing flexibility. *Personnel Psychology*, 66, 345-376. **Winner Personnel Psychology Best Paper Award.**
31. Cho, E., Tay, L., **Allen, T. D.**, & Stark, S. (2013). Identification of a dispositional tendency to experience work-family spillover. *Journal of Vocational Behavior*, 82, 188-198.
32. Eby, L. T., **Allen, T. D.**, Hoffman, B., Baranik, L. E., Curtis, S., Baldwin, S., Morrison, A., & Evans, S. C. (2013). An interdisciplinary meta-analysis of the potential antecedents, correlates, and consequences of protégé perceptions of mentoring. *Psychological Bulletin*, 139, 441-476.
33. Johnson, R. C., & **Allen, T. D.** (2013). Examining the links between employed mothers' work characteristics, physical activity, and child health. *Journal of Applied Psychology*, 98, 148-157.

34. Koh, C. W., **Allen, T. D.**, & Zafar, N. (2013). Dissecting reasons for not telecommuting: Are non-users a homogenous group? *The Psychologist-Manager Journal*, 16, 243-360.
35. Shockley, K. M., & **Allen, T. D.** (2013). Episodic work-family conflict, cardiovascular indicators, and social support: An experience sampling approach. *Journal of Occupational Health Psychology*, 18, 262-275. **Finalist JOHP Best Paper Award 2013-2014.**
36. Wayne, J. H., Casper, W. J., Matthews, R., & **Allen, T. D.** (2013). Family-supportive organization perceptions and organizational commitment: The mediating role of employee conflict and enrichment and partner attitudes. *Journal of Applied Psychology*, 98, 606-622.

## 2012

37. **Allen, T. D.**, Johnson, R. C., Saboe, K., Cho, E., Dumani, S., & Evans, S. (2012). Dispositional variables and work-family conflict: A meta-analysis. *Journal of Vocational Behavior*, 80, 17-26.
38. **Allen, T. D.**, & Kiburz, K. M. (2012). Trait mindfulness and work-family balance among working parents: The mediating effects of vitality and sleep quality. *Journal of Vocational Behavior*, 80, 372-379.
39. Cho, E., & **Allen, T. D.** (2012). Relationship between work interference with family and parent-child interactive behavior: Can guilt help? *Journal of Vocational Behavior*, 80, 276-287.
40. Cho, E., & **Allen, T. D.** (2012). Work-interference-with-family and the family dinner: What makes a difference? *Community, Work, and Family*, 16, 88-99.
41. Finkelstein, L. M., **Allen, T. D.**, Ritchie, T. D., Lynch, J. E., & Montei, M. S. (2012). A dyadic examination of the role of age and relationship characteristics on mentoring quality in a formal mentoring program. *European Journal of Work and Psychology*, 21, 803-827.
42. Greenhaus, J. H., Peng, A. C., & **Allen, T. D.** (2012). Relations of work and family identity, situational demands and sex with employee work hours. *Journal of Vocational Behavior*, 80, 27-37.
43. Greenhaus, J. H., Ziegert, J. C., & **Allen, T. D.** (2012). When family-supportive supervision matters: Relations between multiple sources of support and work-family balance. *Journal of Vocational Behavior*, 80, 266-275.
44. Lapierre, L. & **Allen, T. D.** (2012). Control at work, control at home, and use of planning behavior: Implications for work interference with family and family interference with work. *Journal of Management*, 38, 1500-1516.
45. Masuda, A., Nicklin, J., **Allen, T. D.**, & McNall, L. (2012). *Examining the constructs of work-family positive spillover and enrichment.* *Journal of Vocational Behavior*, 80, 197-210.

46. Masuda, A. D., Poelmans, S. A. Y., **Allen, T. D.**, Spector, P. E., Lapierre, C. L., Cooper, C. L., Abarca, N., Brough, P., Ferreira, P., Fraile, G., Lu, L., Lu, C. Q., Siu, O. L., O'Driscoll, M., Simoni, A. S., Shima, S., & Moreno-Velazquez, I. (2012). Flexible work arrangements availability and their relationship with work-to-family conflict, job satisfaction and turnover intentions: A comparison of three country clusters. *Applied Psychology: An International Review*, *61*, 1-29.
47. Shockley, K., & **Allen, T. D.** (2012). Motives for flexible work arrangement use. *Community, Work, and Family*, *15*, 217-231.
48. Yang, L. Q., Spector, P. E., Sanchez, J. I., **Allen, T. D.**, Poelmans, S. Cooper, C. L., Lapierre, L. M., O'Driscoll, M. P., Beham, B., Brough, P., Lu, C. Q., Siu, O. L., Abaraca, N., Alexandrova, M., Antoniou, A. S., Çarikçi, I., Ferreira, P., Fraile, G., Guerts, S., Kinnunen, U., Lu, L., Moreno-Velázquez, Pagon, M., Pitariu, H., Salamatov, V., Shima, S., Simoni, A. S., Tillemann, K., Widerszal-Bazyl, M., & Woo, J. M. (2012). Individualism-collectivism as a moderator of work demands-strains relationship: A cross-level and cross-national examination. *International Journal of Business Studies*, *43*, 424-443.

## 2011

49. **Allen, T. D.**, & Poteet, M. L. (2011). Enhancing our knowledge of mentoring with a person-centric focus. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *4*, 126-130.
50. Johnson, R., Kiburz, K., Dumani, S., Cho, E., & **Allen, T. D.** (2011). Work-family research: A broader perspective on impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice* *4*, 389-392.
51. Yang, L. Q., Xu, X., **Allen, T. D.**, Shi, K., & Zhang, X. (2011). Mentoring in China: Enhanced understanding and association with occupational stress. *Journal of Business and Psychology*, *26*, 485-499.

## 2010

52. **Allen, T. D.**, Shockley, K. M., & Poteat, L. (2010). Anxiety attachment and feedback in mentoring relationships. *Journal of Vocational Behavior*, *77*, 73-80.
53. Martinasek, M. P., DeBate, R., Walvoord, A. G., Melton, S. T., Himmelgreen, D., **Allen, T. D.**, & McDermott, R. J. (2010). Using social marketing to understand the family dinner with working mothers. *Ecology of Food and Nutrition*, *49*, 431-451.
54. Shockley, K., & **Allen, T. D.** (2010). Investigating the missing link in flexible work arrangement utilization: An individual difference perspective. *Journal of Vocational Behavior*, *76*, 131-142.
55. Lu, L., Cooper, C. L., Kao, S-F., Chang, T.-T., **Allen, T. D.**, Lapierre, L. M., O'Driscoll, M. P., Poelmans, S. A. Y., Sanchez, J. I., & Spector, P. E. (2010). Cross-cultural differences on work-to-family conflict and role satisfaction: A Taiwanese-British comparison. *Human Resource Management*, *49*, 67-85.

56. O'Brien, K. E., Biga, A., Kessler, S. R., & **Allen, T. D.** (2010). A meta-analytic investigation of gender differences in mentoring. *Journal of Management*, 36, 537-554.

## 2009

57. **Allen, T. D.**, Johnson, H., Rodopman, O. B., Ottinot, R. C., & Biga, A. (2009). Mentoring and protégé narcissistic entitlement. *Journal of Career Development*, 35, 385-405.
58. **Allen, T. D.**, Smith, M. A., Mael, F. A., O'Shea, P. G. & Eby, L. T. (2009). Organization-level mentoring and organizational performance within substance abuse centers. *Journal of Management*, 35, 1113-1128.
59. Lapierre, L., Bonaccio, S., & **Allen, T. D.** (2009). The separate and joint effects of employee job performance domains on supervisors' willingness to mentor. *Journal of Vocational Behavior*, 74, 135-144.
60. Lentz, E., & **Allen, T. D.** (2009). The role of mentoring others in the career plateauing phenomenon. *Group & Organization Management*, 34, 358-384.
61. Lu, L., Kao, S-F., Cooper, C. L., **Allen, T. D.**, Lapierre, L. M., O'Driscoll, M., Poelmans, S. A. Y., Sanchez, J. I., & Spector, P. E. (2009). Work resources, work-to-family conflict, and its consequences: A Taiwanese-British cross-cultural comparison. *International Journal of Stress Management*, 16, 25-44.
62. Poteat, L., Shockley, K., & **Allen, T. D.** (2009). Mentor-protégé commitment fit and relationship satisfaction in academic mentoring. *Journal of Vocational Behavior*, 74, 332-337.
63. Rank, J., Nelson, N. E., **Allen, T. D.**, & Xu, X. (2009). Leadership predictors of innovation and task performance: Subordinates' self-esteem and self-presentation as moderators. *Journal of Organizational and Occupational Psychology*, 82, 465-489.

## 2008

64. **Allen, T. D.**, Eby, L. T., O'Brien, K. E., & Lentz, E. (2008). The state of mentoring research: A qualitative review of current research methods and future research implications. *Journal of Vocational Behavior*, 73, 343-357.
65. **Allen, T. D.**, & Eby, L. T. (2008). Mentor commitment in formal mentoring relationships. *Journal of Vocational Behavior*, 72, 309-316.
66. **Allen, T. D.**, Shockley, K. M., & Poteat, L. F. (2008). Workplace factors associated with family dinner behaviors. *Journal of Vocational Behavior*, 73, 336-342.
67. Eby, L. T., & **Allen, T. D.** (2008). Moving toward an interdisciplinary dialogue in mentoring scholarship. *Journal of Vocational Behavior*, 72, 159-167.

68. Eby, L. T., **Allen, T. D.**, Evans, S. C., Ng, T., & DuBois, D. (2008). Does mentoring matter? A multidisciplinary meta-analysis comparing mentored and nonmentored individuals. *Journal of Vocational Behavior, 72*, 254-267.
69. Lapierre, L. M., Spector, P. E., **Allen, T. D.**, Poelmans, S., Cooper, C. L., O'Driscoll, M. P., Sanchez, J. I., Brough, P., & Kinnunen, U. (2008). Family-supportive organization perceptions, multiple dimensions of work-family conflict, and employee satisfaction: A test of model across five samples. *Journal of Vocational Behavior, 73*, 92-106.
70. O'Brien, K. O., & **Allen, T. D.** (2008). The relative importance of correlates of organizational citizenship behavior and counterproductive work behavior using multiple sources of data. *Human Performance, 21*, 62-88.

## 2007

71. Shockley, K. M., & **Allen, T. D.** (2007). When flexibility helps: Another look at the availability of flexible work arrangements and work-family conflict. *Journal of Vocational Behavior, 71*, 479-493.
72. Spector, P. E., **Allen, T. D.**, Poelmans, S. A. Y., Lapierre, L. M., Cooper, C. L., O'Driscoll, M., Sanchez, J. I., Abarca, N., Alexandrova, M., Beham, B., Brough, P., Ferreiro, P., Fraile, G., Lu, C. Q., Lu, L., Moreno-Velázquez, I., Pagon, M., Pitariu, H., Salamatov, V., Shima, S., Suarez, Simoni, A., Siu, O. L., & Widerszal-Bazyl, M. (2007). Cross-national differences in relationships of work demands, job satisfaction and turnover intentions with work-family conflict. *Personnel Psychology, 60*, 805-835. **Top 20 Nominee Rosabeth Moss Kanter Award.**

## 2006

73. **Allen, T. D.** (2006). Rewarding good citizens: The relationship between citizenship behavior, gender, and organizational rewards. *Journal of Applied Social Psychology, 36*, 120-143.
74. **Allen, T. D.**, & Armstrong, J. (2006). Further examination of the link between work-family conflict and physical health: The role of health-related behaviors. *American Behavioral Scientist, 49*, 1204-1221.
75. **Allen, T. D.**, Eby, L. T., & Lentz, E. (2006). Mentor and protégé outcomes associated with formal mentoring programs: Closing the gap between research and practice. *Journal of Applied Psychology, 91*, 567-578. **Awarded ASTD Best Research Article of the Year**
76. **Allen, T. D.**, Eby, L. T., & Lentz, E. (2006). The relationship between formal mentoring program characteristics and perceived program effectiveness. *Personnel Psychology, 59*, 125-153.
77. **Allen, T. D.**, Lentz, E., & Day, R. (2006). Career success outcomes associated with mentoring others: A comparison of mentors and nonmentors. *Journal of Career Development, 32*, 272-285.



78. **Allen, T. D.**, & O'Brien, K. (2006). Formal mentoring programs and organizational attraction. *Human Resource Development Quarterly*, 17, 43-58.
79. Lapiere, L. M. & **Allen, T. D.** (2006). Work-supportive family, family-supportive supervision, use of organizational benefits, and problem-focused coping: Implications for work-family conflict and employee well-being. *Journal of Occupational Health Psychology*, 11, 169-181.

## 2005

80. **Allen, T. D.**, Day, R., & Lentz, E. (2005). The role of interpersonal comfort in mentoring relationships. *Journal of Career Development*, 31, 155-169.
81. Eby, L. T., **Allen, T. D.**, & Brinley, A. (2005). A cross-level investigation of the relationship between career management practices and career-related attitudes. *Group & Organization Management*, 30, 565-596. **Awarded Best Paper Published in the 2005 Volume of Group & Organization Management**

## 2004

82. **Allen, T. D.** (2004). Protégé selection by mentors: Contributing individual and organizational factors. *Journal of Vocational Behavior*, 65, 469-483.
83. **Allen T. D.**, Eby, L. T., Poteet, M. L., Lentz, E., & Lima, L. (2004). Career benefits associated with mentoring for protégés: A meta-analytic review. *Journal of Applied Psychology*, 89, 127-136.
84. **Allen, T. D.**, & Eby, L. T. (2004). Factors related to mentor reports of mentoring functions provided: Gender and relational characteristics. *Sex Roles*, 50, 129-139.
85. **Allen, T. D.**, Fecteau, J. D., & Fecteau, C. L. (2004). Structured interviewing for OCB: Construct validity, faking, and the effects of question type. *Human Performance*, 17, 1-24.
86. Day, R., & **Allen, T. D.** (2004). The relationship between career motivation and self-efficacy with protégé career success. *Journal of Vocational Behavior*, 64, 72-91.
87. Eby, L. T., **Allen, T. D.**, Noble, C. L., & Lockwood, A. L. (2004). Perceptions of singles and single parents: A laboratory experiment. *Journal of Applied Social Psychology*, 34, 1329-1352.
88. Noble, C. L., Eby, L. T., Lockwood, A., & **Allen, T. D.** (2004). Attitudes toward single working parents: The development of a measure. *Educational and Psychological Measurement*, 64, 1030-1052.
89. Pitariu, H. D., Spector, P. E., Poelmans, S., O'Driscoll, M. P., Cooper, C. L., **Allen, T. D.**, Lapiere, L. M., Sanchez, J. I., & Pitariu, A. H. (2004). Conflictul munca-familie la managerii din Romania. Un studiu correlational [Work-family conflict related to managers in Romania. A correlational study] *Psihologia Resurselor Umane*, 2, 16-22.

90. Spector, P. E., Cooper, C. L., Poelmans, S., **Allen, T. D.**, etc. (2004). A cross-national comparative study of work/family pressure, working hours, and strain: China and Latin American vs. the Anglo World. *Personnel Psychology*, 57, 119-142. **Top 20 Nominee Rosabeth Moss Kanter Award.**

### 2003

91. **Allen, T. D.** (2003). Mentoring others: A dispositional and motivational approach. *Journal of Vocational Behavior*, 62, 134-154.
92. **Allen, T. D.** & Eby, L. T. (2003). Relationship effectiveness for mentors: Factors associated with learning and quality. *Journal of Management*, 29, 469-486.
93. **Allen, T. D.** & Finkelstein, L. M. (2003). Beyond mentoring: Alternative sources and functions of developmental support. *Career Development Quarterly*, 51, 346-355.
94. Bruck, C. S., & **Allen, T. D.** (2003). The relationship between big five personality traits, negative affectivity, type A behavior, and work-family conflict. *Journal of Vocational Behavior*, 63, 457-472.
95. Finkelstein, L. M., **Allen, T. D.**, & Rhoton, L. (2003). An examination of the effects of age diversity in mentoring relationships. *Group & Organization Management*, 28, 249-281.
96. O'Driscoll, M. P., Poelmans, S., Spector, P. E., Kalliath, T., **Allen, T. D.**, Cooper, C. L., & Sanchez, J. I. (2003). Family-responsive interventions, perceived organizational and supervisor support, work-family conflict and psychological strain. *International Journal of Stress Management*, 10, 326-344.
97. Poelmans, S., Spector, P. E., Cooper, C. L., **Allen, T. D.**, O'Driscoll, M., & Sanchez, J. I. (2003). A cross-national comparative study of work/family demands and resources. *International Journal of Cross Cultural Management*, 3, 275-288.

### 2002

98. **Allen, T. D.**, Eby, L. T., Douthitt, S. S., & Nobel, C. (2002). Applicant gender and family structure: Effects on perceived relocation commitment and family resistance. *Sex Roles*, 47, 543-552.
99. Bruck, C. S., **Allen, T. D.**, & Spector, P. E. (2002). The relation between work-family conflict and job satisfaction: A finer-grained analysis. *Journal of Vocational Behavior*, 60, 336-353.
100. Eby, L. T., & **Allen, T. D.** (2002). Further investigation of protégés' negative mentoring experiences: Patterns, relative impact, and outcomes. *Group & Organization Management*, 27, 456-479.

### 2001

101. **Allen, T. D.** (2001). Family-supportive work environments: The role of organizational perceptions. *Journal of Vocational Behavior*, *58*, 414-435.
102. **Allen, T. D.**, Freeman, D. M., Russell, J. E. A., Reizenstein, R. C., & Rentz, J. O. (2001). Survivor reactions to organizational downsizing: Does time ease the pain? *Journal of Occupational and Organizational Psychology*, *74*, 145-164. \*\*Selected for reprint in *Business and Management Research Methodologies*, P. Johnson & M. Clark (Editors). Sage Publications.
103. **Allen, T. D.**, & Rush, M. C. (2001). The influence of ratee gender on ratings of organizational citizenship behavior. *Journal of Applied Social Psychology*, *31*, 2561-2587.
104. Borman, W. C., Penner, L. A., **Allen, T. D.**, & Motowidlo, S. J. (2001). Personality predictors of citizenship performance. *International Journal of Selection and Assessment*, *9*, 52-69.
105. Parker, L., & **Allen, T. D.** (2001). Work/family benefits: Variables related to employees' fairness perceptions. *Journal of Vocational Behavior*, *58*, 453-468.

## 2000

106. **Allen, T. D.**, Barnard, S. M., Rush, M. C., & Russell, J. E. A. (2000). Ratings of organizational citizenship behavior: Does the source make a difference? *Human Resource Management Review*, *10*, 97-114.
107. **Allen, T. D.**, Herst, D. E. L., Bruck, C. S., & Sutton, M. (2000). Consequences associated with work-to-family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*, *5*, 278-308.
108. **Allen, T. D.**, Poteet, M. L., & Russell, J. E. A. (2000). Protégé selection by mentors: What makes the difference? *Journal of Organizational Behavior*, *21*, 271-282.

## 1999

109. **Allen, T. D.**, McManus, S. E., & Russell, J. E. A. (1999). Newcomer socialization and stress: Formal peer relationships as a source of support. *Journal of Vocational Behavior*, *54*, 453-470.
110. **Allen, T. D.**, & Poteet, M. L. (1999). Developing effective mentoring relationships: Strategies from the mentor's viewpoint. *Career Development Quarterly*, *48*, 59-73.
111. **Allen, T. D.**, & Russell, J. E. A. (1999). Parental leave of absence: Some not so family friendly implications. *Journal of Applied Social Psychology*, *29*, 166-191.
112. **Allen, T. D.**, Russell, J. E. A., Poteet, M. L., & Dobbins, G. H. (1999). Learning and development factors related to perceptions of job content and hierarchical plateauing. *Journal of Organizational Behavior*, *20*, 1113-1137.

113. Eby, L. T., **Allen, T. D.**, & Douthitt, S. S. (1999). The role of nonperformance factors on job-related relocation opportunities: A field study and laboratory experiment. *Organizational Behavior and Human Decision Processes*, 79, 29-55.

#### 1998

114. **Allen, T. D.**, Poteet, M. L., & Russell, J. E. A. (1998). Attitudes of managers who are more or less career plateaued. *Career Development Quarterly*, 47, 159-172.
115. **Allen, T. D.**, & Rush, M. C. (1998). The effects of organizational citizenship behavior on performance judgments: A field study and a laboratory experiment. *Journal of Applied Psychology*, 83, 247-260.
116. Eby, L. T., & **Allen, T. D.** (1998). Perceptions of relocation services in relocation decision-making: An exploratory field study. *Group & Organization Management*, 23, 447-469.

#### 1997

117. **Allen, T. D.**, Poteet, M. L., & Burroughs, S. M. (1997). The mentor's perspective: A qualitative inquiry and agenda for future research. *Journal of Vocational Behavior*, 51, 70-89.
118. **Allen, T. D.**, Poteet, M. L., Russell, J. E. A., & Dobbins, G. H. (1997). A field study of factors related to supervisors' willingness to mentor others. *Journal of Vocational Behavior*, 50, 1-22.
119. **Allen, T. D.**, Russell, J. E. A., & Maetzke, S. B. (1997). Formal peer mentoring: Factors related to protégé satisfaction and willingness to mentor others. *Group & Organization Management*, 22, 488-507.

#### 1994

120. **Allen, T. D.**, Russell, J. E. A., & Rush, M. C. (1994). Effects of gender and leave of absence on attributions for high performance, perceived organizational commitment, and allocation of organizational rewards. *Sex Roles*, 31, 443-464.

### **BOOKS**

1. **Allen, T. D.** & Eby, L. T. (Editors) (2016). *The Oxford handbook of work and family*. New York: Oxford Press. (Reviewed in *Personnel Psychology*)
2. Eby, L. T. & **Allen, T. D.** (Editors) (2012). Personal relationships: The effect of positive and negative work relationships on employee attitudes, behavior, and well-being. *Society for Industrial and Organizational Psychology Frontiers Series published by Taylor & Francis*. (Reviewed in *Personnel Psychology*)
3. **Allen, T. D.**, Finkelstein, L. M., & Poteet, M. L. (2009). *Designing workplace mentoring programs: An evidence-based approach*. Oxford: Blackwell-Wiley Publishing. (Reviewed in *Personnel Psychology*, *PsycCritiques*)

4. **Allen, T. D.**, & Eby, L. T. (Editors) (2007). *Blackwell handbook of mentoring: A multiple perspectives approach*. London: Blackwell. (Reviewed in *Personnel Psychology*, *International Journal of Evidence Based Coaching and Mentoring*, *PsycCritiques*, *Choice*, *The Prevention Researcher*)

### **EDITED SPECIAL JOURNAL ISSUES**

1. Powell, G. N., Greenhaus, J. H., **Allen, T. D.**, & Johnson, R. E. (in progress). Advancing and expanding theory from multiple perspectives. *Academy of Management Review*.
2. Reb, J., **Allen, T. D.**, & Vogus, T. (in progress). Mindfulness at work: Pushing theoretical and empirical boundaries. *Organizational Behavior and Decision Processes*.
3. Casper, W. J., **Allen, T. D.**, & Poelmans, S. E. A. (Guest Editors) (2014). *International and Cross-Cultural Perspectives on Work and Family*. Special section in *Applied Psychology: An International Review*, 63.
4. Eby, L. T. & **Allen, T. D.** (Guest Editors) (2008). *Mentoring Across Disciplinary Divides*. Special issue of *Journal of Vocational Behavior*, 72.

### **BOOK CHAPTERS**

1. Poteet, M. L., & **Allen, T. D.** (in press). *Affinity groups and mentoring programs*. In N. D. Ainspan & K. N. Saboe (Eds). *How to hire and retain military veterans: A guidebook for business leaders and human resources professionals*.
2. **Allen, T. D.**, Cho, E., Shockley, K. M., & Biga, A. (in press). A cross-national view of personal responsibility for work-life balance. In K. M. Shockley, W. Shen, & R. C. Johnson (Eds). *The Cambridge Handbook of the Global Work-Family Interface*.
3. **Allen, T. D.**, & Jang, S. (in press). *Gender and organizational citizenship behavior*. In P. Podsakoff, S. Mackenzie, & N. Podsakoff (Eds), *Oxford Handbook of Organizational Citizenship Behavior*. New York: Oxford University Press.
4. Dumani, A., French, K. A., **Allen, T. D.** (in press). *Meta-analysis as a tool to synthesize global work and family research findings*. In K. M. Shockley, W. Shen, & R. C. Johnson (Eds). *The Cambridge Handbook of the Global Work-Family Interface*.
5. Eby, L. T., Griek, O. V., Maupin, C., **Allen, T. D.**, Gilreath, E., & Martinez, V. (in press). A cultures within culture perspective on work and family among U.S. employees. In K. M. Shockley, W. Shen, & R. C. Johnson (Eds). *The Cambridge Handbook of the Global Work-Family Interface*.
6. **Allen, T. D.**, French, K. A., & Barnett, C. (2016). *Marissa Mayer: An analysis of media reaction to a pregnant CEO*. In C. Spitzmueller & R. A. Matthews (Eds), *Research perspectives on work and the transition to motherhood* (pp. 57-77). Cham, Switzerland: Springer International Publishing.

7. **Allen, T. D.**, & Eby, L. T. (2016). *Advancing work-family research and practice*. In T. D. Allen & L. T. Eby (Eds), *Oxford handbook of work and family* (pp. 477-485). New York: Oxford Press.
8. **Allen, T. D.**, & Eby, L. T. (2016). *Introduction to the Oxford work-family handbook*. In T. D. Allen & L. T. Eby (Eds), *Oxford handbook of work and family* (pp. 3-8). New York: Oxford Press.
9. **Allen, T. D.** & E. L. Paddock (2015). How being mindful impacts individual's work-family balance, conflict, and enrichment: A review of existing evidence, mechanisms and future directions. In J. Reb & P. Atkins (Eds). *Mindfulness in organizations* (pp. 213-238). Cambridge University Press.
10. **Allen, T. D.** (2013). Some future directions for work-family research in a global world. In S. A. Y., Poelmans, J. H. Greenhaus, & M. L. H. Maestro (Eds.) *Expanding the boundaries of work-family research: A vision for the future* (pp. 333-347). Basingstoke, UK: Palgrave.
11. **Allen, T. D.** (2013). The work-life interface: A synthesis of research from industrial and organizational psychology. In N. Schmitt & S. Highhouse (Eds). *Handbook of psychology: Industrial and organizational psychology* Vol 12 (pp. 698-718). Hoboken, NJ: Wiley.
12. Lapiere, L. M., Spector, P. E., **Allen, T. D.**, Poelmans, S., Cooper, C. L., O'Driscoll, M. P., Sanchez, J. I., Brough, P., & Kinnunen, U. (2013). Family-supportive organization perceptions, multiple dimensions of work-family conflict, and employee satisfaction: A test of model across five samples. In C. L. Cooper (Ed.). *From Stress to Wellbeing* Volume 2 (pp. 246-267). New York: Palgrave Macmillan.
13. O'Driscoll, M. P., Poelmans, S., Spector, P. E., Kalliath, T., **Allen, T. D.**, Cooper, C. L., & Sanchez, J. I. (2013). Family-responsive interventions, perceived organizational and supervisor support, work-family conflict, and psychological strain. In C. L. Cooper (Ed.). *From Stress to Wellbeing* Volume 2 (pp. 229-245). New York: Palgrave Macmillan.
14. **Allen, T. D.**, & Eby, L. T. (2012). The study of interpersonal relationships: An introduction. In L. T. Eby & T. D. Allen (Eds). *Personal relationships at work: The effect of positive and negative work relationships on employee attitudes, behavior, and well-being* (pp. 3-13). Society for Industrial and Organizational Psychology Frontiers Series published by Taylor & Francis.
15. Eby, L. T., & **Allen, T. D.** (2012). New frontiers: An integrative perspective on how relationships affect employee attitudes, behavior, and well-being. In L. T. Eby & T. D. Allen (Eds). *Personal relationships at work: The effect of positive and negative work relationships on employee attitudes, behavior, and well-being* (pp. 403-423). Society for Industrial and Organizational Psychology Frontiers Series published by Taylor & Francis.
16. Rothrauff, T. C., **Allen, T. D.**, & Eby, L. T. (2012). Negative nonwork relational exchanges and links to employees' work attitudes, work behaviors, and well-being. In L. T. Eby & T. D. Allen (Eds). *Personal relationships at work: The effect of positive and negative work relationships on employee attitudes, behavior, and well-being* (pp. 325-

- 348). Society for Industrial and Organizational Psychology Frontiers Series published by Taylor & Francis.
17. **Allen, T. D.**, & Shockley, K. (2012). Older workers and work-family issues. In J. W. Hedge & W. C. Borman (Eds). *The Oxford Handbook of Work and Aging* (pp. 520-537). New York: Oxford University Press.
  18. **Allen, T. D.** (2012). The work-family interface. In S. W. J. Kozlowski (Ed). *The Oxford Handbook of Organizational Psychology* (pp. 1163-1198). New York: Oxford University Press.
  19. Greenhaus, G. H., & **Allen, T. D.** (2011). Work-family balance: A review and extension of the literature. In L. Tetrick & J. C. Quick (Eds). *Handbook of Occupational Health Psychology* (2<sup>nd</sup> ed.) (pp. 165-183). Washington, DC: American Psychological Association.
  20. **Allen, T. D.**, Shockley, K. M., & Biga, A. (2010). Work and family in a global context. In K. Lundby (Ed). *Going global: Practical applications and recommendations for HR and OD professionals in the global workplace* (pp. 377-401). San Francisco, CA: Jossey-Bass.
  21. **Allen, T. D.** & Shockley, K. (2009). Flexible work arrangements: Help or hype? In D. R. Crane & E. J. Hill (Eds). *Handbook of families and work: Interdisciplinary perspectives* (pp. 265-284). Lanham, MD: University Press of America.
  22. **Allen, T. D.** (2008). Integrating career development and work-family policy. In S. A. Y., Poelmans & P. Caligiuri (Eds.) *Harmonizing work, family, and personal life: From policy to practice* (pp. 78-93). Cambridge University Press.
  23. Dorio, J. M., Bryant, R. H., & **Allen, T. D.** (2008). Work-related outcomes of the work-family interface: Why organizations should care. In K. Korabik, D. Lero, & D. Whitehead (Eds.) *Handbook of work-family integration* (pp. 157-176). Amsterdam: Academic Press.
  24. **Allen, T. D.** (2007). Mentoring relationships from the perspective of the mentor. In B. R. Ragins & K. E. Kram (Eds). *The handbook of mentoring at work: Theory, research and practice* (pp. 123-147). Thousand Oaks, CA: Sage Publications.
  25. **Allen, T. D.**, & Eby, L. T. (2007). Overview and introduction. In T. D. Allen & L. T. Eby (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 3-6). Oxford: Blackwell Publishing.
  26. **Allen, T. D.**, & Eby, L. T. (2007). Common bonds: An integrative view of mentoring relationships. In T. D. Allen & L. T. Eby (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 398-419). Oxford: Blackwell.
  27. Eby, L. T., Rhodes, J., & **Allen, T. D.** (2007). Definition and evolution of mentoring. In T. D. Allen & L. T. Eby (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 7-20). Oxford: Blackwell.

28. Johnson, H. A., Xu, X., & **Allen, T. D.** (2007). Reflections on diversity and mentoring. In T. D. Allen & L. T. Eby (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 301-304). London: Blackwell.
29. Lentz, E., & **Allen, T. D.** (2007). Reflections on naturally occurring mentoring relationship. In T. D. Allen & L. T. Eby (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 159-162). London: Blackwell.
30. O'Brien, K. E., Rodopman, O. B., & **Allen, T. D.** (2007). Reflections on best practices of formal mentoring programs. In T. D. Allen & L. T. Eby (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 369-372). London: Blackwell.
31. Thompson, C., Poelmans, S. E. A., **Allen, T. D.**, & Andreassi, J. (2007). On the importance of coping: A model and new directions for research on work and family. In P. L. Perrewe & D. C. Ganster (Eds). *Research in occupational stress and well being*, Volume 6 (pp 73-113). JAI Press/Elsevier.
32. Greenhaus, J. H., **Allen, T. D.**, & Spector, P. E. (2006). Health consequences of work-family conflict: The dark side of the work-family interface. In P. L. Perrewe & D. C. Ganster (Eds). *Research in occupational stress and well being*, Volume 5 (pp. 61-99). JAI Press/Elsevier.
33. Thompson, C., Beauvais, L., & **Allen, T. D.** (2006). Work and family from an industrial/organizational psychology perspective. In M. Pitt-Catsouphes, E. E. Kossek, & S. Sweet (Eds.) *Work-family handbook: Multi-disciplinary perspectives and approaches* (pp. 283-307). Mahwah, New Jersey: Lawrence Erlbaum.
34. Spector, P. E., **Allen, T. D.**, Poelmans, S., Cooper, C. L. et al. (2005). An international comparative study of work-family stress and occupational strain (pp. 71-86). In Poelmans, S. A. Y. (Ed.). *Work and family: An international research perspective*. Mahwah, New Jersey: Lawrence Erlbaum.

## **IMPACT METRICS**

Google Scholar: 24004 total citations; h-index 70; i10-index 129

## **RESEARCH SUPERVISION**

### **Chair**

Lauren B. Parker, MA (1998); PhD (2000)  
 Carly Bruck, MA (2000); PhD (2002)  
 Lizzette Lima, PhD (2004)  
 Martha Sutton, MA (1998); PhD (2005)  
 Rachel Day, MA (2001); PhD (2005)  
 David Herst, MA (2001)  
 Lisa Wilkinson, MA (2003); PhD (2005)  
 Matthew Tuttle, MA (2006)  
 Elizabeth Lentz, MA (2004); PhD (2007)



Kimberly O'Brien, MA (2004); PhD (2008)  
Jaime Dorio, PhD (2008)  
Rebecca Klein Bryant, MA (2007); PhD (2009)  
Ashley Gray Walvoord, PhD (2009)  
Kristen M. Shockley, MA (2007); PhD (2010)  
Laura Poteat, MA (2009); PhD (2013)  
Eunae Cho, MA (2010); PhD (2013)  
Ryan C. Johnson, MA (2010); PhD (2014)  
Soner Dumani, PhD (2015)  
Kaitlin Kiburz, MA (2012); PhD (2016)  
Kimberly French, PhD (2017)  
Rachel Jang, PhD (in progress, proposed)  
Tyler Henderson, MA (in progress)  
Victor Mancini, MA (in progress)  
Joseph Regina, MA (in progress)  
Jerry Slutsky, MA (in progress)

## **FUNDED RESEARCH AND TRAINING GRANTS**

*An international study of work and family: Beyond work-family conflict.* 2017. International Research and Collaboration Grant. Society for Industrial and Organizational Psychology Foundation. \$3500.00 T. D. Allen (PI).

*Understanding dual-career couple work and family decisions.* 2016. Small Grant Award. Society for Industrial and Organizational Psychology Foundation. \$7500.00. K. M. French & T. D. Allen (PIs).

*Broadening Participation of STEM Faculty through Work Design.* 2015-18 National Science Foundation. T. D. Allen (PI). \$380,000 #1461617

*Occupational safety and health training grant supplement: Occupational health psychology.* 2015-2020 National Institute for Occupational Safety and Health (NIOSH). Spector P. E. (PI), & Allen, T. D. (co-PI). 2T42OH008438-10

*Occupational safety and health training grant supplement: Occupational health psychology.* 12-14 National Institute for Occupational Safety and Health (NIOSH). Spector P. E. (PI), & Allen, T. D. (co-PI). \$450,000

*Occupational safety and health training grant supplement: Occupational health psychology.* 11-12 National Institute for Occupational Safety and Health (NIOSH). Spector P. E. (PI), & Allen, T. D. (co-PI). \$150,458.

*Occupational safety and health training grant supplement: Occupational health psychology.* 09-11 National Institute for Occupational Safety and Health (NIOSH). Spector P. E. (PI), & Allen, T. D. (co-PI). \$351,000 over 3 years.

*Linking Work with Family Health: The Importance of the Family Dinner.* Tammy D. Allen (PI). University of South Florida Interdisciplinary Initiative on Sustainable Community. (2007) \$127,497

*Occupational safety and health training grant supplement: Occupational health psychology.* 06-08. National Institute for Occupational Safety and Health (NIOSH). Spector P. E. (PI), & Allen, T. D. (co-PI). \$278,000 over 2 years.

*Managing the Supervisor-Subordinate Telework Relationship.* Social Sciences and Humanities Research Council of Canada Laurent M. Lapierre (PI), & Tammy D. Allen (Collaborator). (2006) \$72,403

*Working Families Health and Lifestyle Project.* Allen, T. D. (PI). Faculty Development Grant, The University of South Florida College of Arts & Sciences (2004) \$500

*Predictors of Successful Mentorships.* Allen, T. D. (PI) U.S. Army Research Office Scientific Services Program (May, 2002). \$15,653.

*Occupational Health Psychology Training Grant* Spector, P. E. (PI) & Allen, T. D. (Co-PI). American Psychological Association (2001). \$19,688.

*Meta-skills Needed for Successful Career Development and Organizational Citizenship Behavior* Allen, T. D. (PI). Presidential Young Faculty Award, The University of South Florida (2000). \$10,000

*An Investigation of Formal Mentoring Programs Across Organizations,* Allen, T. D. (PI). Society for Human Resource Management Foundation (1999). \$7,180.

*Development of a Measure of Organizational Climate for Work-Life Balance.* Allen, T. D. (PI). Faculty Development Grant, The University of South Florida College of Arts & Sciences (1998) \$1000

*Factors Related to the Propensity to Mentor Others.* Allen, T. D. (PI). Research and Creative Scholarship Grant, The University of South Florida (1997) \$5478

Walter Melville Bonham Memorial Endowment Dissertation Fellowship Award, The University of Tennessee, College of Business Administration (1995) \$4000

Summer Academic Research Incentive Fund Award, The University of Tennessee (1995) \$3000

## **HONORS AND AWARDS**

- Editor's Commendation, Journal of Business and Psychology (2016)
- Top 5 Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2016)
- Best Paper Award, Personnel Psychology (2015)
- Top 4 Finalist, Best Paper, Journal of Occupational Health Psychology (2015)
- Outstanding Faculty Award, University of South Florida (2014)
- Outstanding Graduate Faculty Mentor, University of South Florida (2013)
- Elected Fellow, Association for Psychological Science (2012)
- Erskine Fellow (2012)

- EU Erasmus Mundus Scholar (2012)
- Invited Attendee American Psychological Association Science Leadership Conference (2009)
- Top 20 Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2008)
- Elected Fellow, American Psychological Association (2008)
- Mentoring Research Legacy Award, Academy of Management (2008)
- Elected Fellow, Society for Industrial and Organizational Psychology (2008)
- Best Research Article of the Year Award, American Society for Training & Development (2006)
- Best Paper of the Year Award Published in Group & Organization Management (2005)
- Top 20 Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2005)
- Top 5 Finalist, Best Published Paper of the Year, Academy of Management, Human Resources Division (2005)
- Best Applied Paper Award, Careers Division of the Academy of Management (2004)
- President's Award for Faculty Excellence, University of South Florida (2003)
- Early Career Contributions Award Nomination, Society of Industrial and Organizational Psychology (2003)
- Georgia Psychological Association Best Paper Award (1998)
- Best Paper Award, Human Resources/Careers Track, Southern Management Association (1997)
- S. Rains Wallace Dissertation Research Award, Society of Industrial and Organizational Psychology (1997)
- Best Reviewer Award, Careers Division of the Academy of Management (1997, 1996)
- Addison-Wesley Best Paper Award, Careers Division of the Academy of Management (1995)
- American Psychological Association Science Directorate Dissertation Research Award (1995)
- Bonham Fellow, University of Tennessee (1995-1996)
- Capital Gifts Scholarship Award, The University of Tennessee, College of Business Administration (1996, 1995, 1994, 1993)
- Outstanding Graduate Teaching Assistant Award Finalist, The University of Tennessee, College of Business Administration (1995)
- Outstanding Graduate Teaching Assistant Award Nomination, The University of Tennessee, College of Business Administration (1994)

### **SERVICE TO THE PROFESSION**

#### **Editorship**

- Series Editor – Cambridge Handbooks of Industrial and Organizational Psychology 2015-present
- Associate Editor – Mindfulness (2017 – present)
- Associate Editor – Journal of Business and Psychology (2016 – 2017)
- Associate Editor – Journal of Applied Psychology (2008 to 2014)
- Associate Editor – Journal of Occupational Health Psychology (2006 to 2010)

## Editorial Board Member

- Occupational Health Science (2016 – present)
- Journal of Applied Psychology (2014 – present, 2004 to 2007, 1999 to 2002)
- Organizational Dynamics (2015 - present)
- Work, Aging, and Retirement (2014 - present)
- Archives of Scientific Psychology (2012 - present)
- Human Performance (2006 - present)
- Journal of Business and Psychology (2012 – 2015)
- Journal of Management (2011 – 2013)
- SIOP Organizational Frontiers Series (2008 - 2013)
- Personnel Psychology (2003 - 2007)
- Journal of Vocational Behavior (2001 - 2008)
- Journal of Organizational Behavior (2002 – 2004)
- Journal of Occupational Health Psychology (2002 - 2005)

## Professional Committees – Elected Office

- Society for Occupational Health Psychology, President (2018-2019)
- Society for Occupational Health Psychology, President-Elect (2016-present)
- American Psychological Association, Board of Scientific Affairs (2015-2017)
- SIOP Past President (2014-2015)
- SIOP President (2013-2014)
- SIOP President-Elect (2012-2013)
- SIOP Executive Board, Science and Research Officer (2008-2011)
- SIOP Secretary (2008-2010)
- Executive Board, Careers Division, Academy of Management (1998 - 2001)

## Professional Committees – Other

- Member, National Academies of Science, Science of Effective Mentoring in STEMM (2017-2019)
- Member, Janet Spence Award Committee, Association for Psychological Science (2017)
- Chair, IOP Editor Selection Committee SIOP (2017)
- Member, Robust Research Practices ad hoc committee SIOP (2016-present)
- Member, Executive Director Search Committee SIOP (2016)
- Chair, Advocacy Review Committee SIOP (2015-current)
- SIOP Publications Board (2015-present)
- SIOP Distinguished Scientific Awards Committee (2015, 2016, 2017)
- SIOP Scientific Affairs Committee Chair (2011-2012)
- Work and Family Researchers Network Steering Committee (2011-2012)
- SIOP Awards Committee (2008-2009)
- SIOP Conference Executive Committee (Past Chair) (2007-2008)
- SIOP Advance Task Force Member (2007)
- SIOP Conference Program Chair (2006-2007)
- SIOP Conference Program Chair In-Training (2005-2006)

- SIOP Sunday Seminars Chair (2005-2006)
- Society for Occupational Health Psychology – Chair of Research and Practice Committee (2006-2007)
- Selection Committee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2004, 2006, 2010)
- SIOP Membership Committee (2004)
- SIOP Strategic Program Committee – Sunday Theme Subcommittee Chair (2004)
- Task Force Member, American Psychological Association’s Presidential Initiative on Work-Family Synthesis (2003-2004)
- Academy of Management Organizing Committee, Interactive Papers Chair (2001)
- Co-Chair, Professional Development Workshops, Careers Division, Academy of Management (2001)
- Scholarly Achievement Award Committee, Human Resources Division, Academy of Management (2001)
- SIOP Awards Committee (2002-2003; 2001-2002; 1999-2000; 1998-1999; 1997-1998)
- Ralph Alexander Best Dissertation Award Committee, Human Resources Division, Academy of Management (1999)
- Associate Editor, Careers Division Newsletter, Academy of Management (1998 - 2000)

#### **DEPARTMENT ADMINISTRATION**

- 08/2015-present     Area Director, Industrial-Organizational Psychology Program
- 08/2001–present     Deputy Director Occupational Health Psychology Training Program
- 08/2007-08/2008     Associate Department Chair