

# Curriculum Vitae

## Erin M. Richard, Ph.D.

### Education

Ph.D., Industrial-Organizational Psychology, Louisiana State University, 2006  
M.A., Industrial-Organizational Psychology, Louisiana State University, 2003  
B.S., Psychology and English, Louisiana State University, 2000

### Academic Positions

Louisiana State University, School of Leadership and Human Resource Development  
Assistant Professor, August, 2018 – present  
Program Coordinator, Master of Science Program, August, 2021 – present

Florida Institute of Technology  
Industrial and Organizational Psychology Faculty, August 2005 – July, 2018

### Peer-Reviewed Publications

Matey, N., Sleiman, A., Nastasi, J., Richard, E. M., & Gravina, N. (2021). Varying Reactions to Feedback and their Effects on Observer Accuracy and Attrition. *Journal of Applied Behavior Analysis, 54*(3),1188-1198.

Richard, E. M. (2020). Promoting employee resilience: The role of leader-facilitated emotion management. *Advances in Developing Human Resources, 22*(4)\*, Special Issue on *Resilience and HRD* (J. Mendy & M. Bal, Issue Eds.)  
**\*Issue awarded the 2020 Best Issue Award from the ADHR editorial board.**

Richard, E. M., Young, S. F., Fischer, J. J., & Giumetti, G. W. (2020). Unique effects of cyberaggression on victims' counterproductive work behavior via rumination and negative emotion. *Occupational Health Science, 4*, 161-190.

Richard, E.M. Fischer, J. J., & Zhou, Z. E. (2019). Cyberbullying in the Workplace: Cross-cultural Issues. In G. Giumetti and R. Kowalski (Eds.), *Cyberbullying in Schools, Workplaces, and Romantic Relationships: The Many Lenses and Perspectives of Electronic Measurement*. Routledge/Taylor Francis.

- Curry, S. M., Gravina, N., Sleiman, A. A., & Richard, E. M. (2019). The effects of engaging in rapport building behaviors on performance and discretionary effort. *Journal of Organizational Behavior Management*. DOI: 10.1080/01608061.2019.1667940
- Parker, B., Wiggins, A., Richard, E. M., Wright, N., Davison, K., & DuVernet, A. (2018). What We Don't Know: Answers from the SIOP Income and Employment Survey. Response to D. M. Gardner, A. M. Ryan, & M. Snoeyink (2018). How are we Doing? An Examination of Gender Representation in I-O Psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(3), 407-410.
- Young, S., Richard, E. M., Moukarzel, R., Steelman, L., & Gentry, W. (2017). How empathic concern helps leaders in providing negative feedback: A two-study examination. *Journal of Occupational and Organizational Psychology*, 90(4), 535-558.
- Kaloydis, F. M., & Richard, E. M. (2017). Sharing political and religious information on Facebook: Coworker reactions. *Journal of Social Media in Society*, 6. <http://thejsms.org/index.php/TSMRI/article/view/264>
- Diefendorff, J. M., Richard, E. M., Dinh, P. V. & LeNoble, C. (2017). Action-state orientation at work: Dynamic effects in organizational contexts. In N. Baumann, M. Kazén, M. Quirin & S. Koole (Eds.), *Why people do the things they do: Building on Julius Kuhl's contributions to the psychology of motivation and volition*. Göttingen: Hogrefe.
- Richard, E. M., & Converse, P. (2016). An examination of within-person variance in contextual display rules and deviation from display rules. *European Journal of Work and Organizational Psychology*, 25(3), 412-429.
- Richard, E. M., & McFadden, M. (2016). Saving face: reactions to cultural norm violations in business request emails. *Journal of Business and Psychology*, 31(2), 307-321.
- Richard, E. M., Phillips, C., & Alzaidalsharief, R. (2016). Supervisor empathy moderates the negative effects of customer injustice. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J. Hartel (Eds.), *Research on Emotion in Organizations* (Vol. 12). Emerald Group Publishing Limited.
- Trejo, B., Richard, E. M., van Driel, M., & McDonald, D. (2015). Cross-cultural competence: The role of emotion regulation ability and optimism. *Military Psychology*, 27(5), 276-286.
- Blouin, N., Deaton, J., Richard, E. M., & Buza, P. (2014). Effects of stress on the perceived performance of collegiate aviators. *Aviation Psychology and Applied Human Factors*, 4(1), 40-49.

- Richard, E. M., & Diefendorff, J. M. (2011). Self-regulation during a single performance episode: Mood as information in the absence of formal feedback. *Organizational Behavior and Human Decision Processes*, 115, 99-110.
- Diefendorff, J. M., Richard, E. M., & Yang, J. (2008). Emotion regulation at work: Linking strategies to affective events and discrete emotions. *Journal of Vocational Behavior*, 73, 498-508.
- Richard, E. M., Diefendorff, J. M., & Martin, J. H. (2006). Revisiting the within-person self-efficacy and performance relationship. *Human Performance*, 19, 67-87.
- Diefendorff, J. M., Richard, E. M., & Gosserand, R. H. (2006). When does personal initiative matter most? Examining situational and attitudinal influences on the hesitation and performance relationship. *Personnel Psychology*, 59, 365-393.
- Diefendorff, J. M., Richard, E. M., & Croyle, M. H. (2006). Are emotional display rules formal job requirements? Examination of employee and supervisor perceptions. *Journal of Occupational and Organizational Psychology*, 79, 273-298.
- Slaughter, J., Richard, E. M., & Martin, J. H. (2006). Comparing the efficacy of policy-capturing weights and direct estimates for predicting job choice. *Organizational Research Methods*, 9, 285-314.
- Diefendorff, J. M., & Richard, E. M. (2003). Antecedents and consequences of emotional display rule perceptions. *Journal of Applied Psychology*, 88, 284-294.
- Diefendorff, J. M., & Richard, E. M. (2008). Not all emotional display rules are created equal: Distinguishing between prescriptive and contextual display rules. In N. M. Ashkanasy, & C. L. Cooper (Eds.), *Research Companion to Emotion in Organizations*. Northampton, CT: Edward Elgar.

## **Trade/Practice-Related Publications**

- Richard, E. M. (2019). Summarizing the summaries: What meta-analyses tell us about work engagement (pp. 855-860). In Reed, S. M. (Ed.), *PHR and SPHR Professional in Human Resource Certification Complete Study Guide: 2018 Exams* (5th edition). Indianapolis, IN: John Wiley & Sons, Inc.
- Richard, E. M., Wright, N., Thomas, S., Wiggins, A., DuVernet, A., Parker, B., & Davison, K. (2018). Revisiting the 2016 SIOP Income and Employment Survey: Gender Pay Gap. *The Industrial and Organizational Psychologist*, 55(3).
- Ellison, L., Wildman, J., Converse, P., Richard, E., Fry, T., Ponto, . . . Bolton, A. (2017, December). Training and Performance of Multiteam Systems in Naval Warfare Environments. Published Conference Proceedings from the Interservice/Industry

Training, Simulation, and Education Conference (I/ITSEC). Orlando, FL. National Training and Simulation Association: [www.iitsecdocs.com](http://www.iitsecdocs.com)

## Conference Presentations

- Richard, E. M. (February, 2020). Developing leaders' interpersonal emotion regulation: The role of reflective journaling. Poster presented at the 2020 AHRD International Research Conference in the Americas, Atlanta, GA.
- Richard, E. M., Walsh, J. J., Giumetti, G., & Young, S. F. (April, 2019). Cyberaggression: Unique effects on rumination, emotion, and counterproductive work behavior. In K. N. Miner, & J. M. Walker (Co-Chairs), *Advancing the Literature on Workplace Mistreatment: Why They Do It and Why It Hurts*. Symposium conducted at the 34th Annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- Richard, E. M. (April, 2018). Undergraduate concentration in I/O Psychology: Curriculum and internships. In K. A. Fletcher, A. J. Hoffman, V. P. Mattingly, E. M. Richard, D. B. Shore, & J. M. Sprung, *In I-O In-Reach: Increasing Awareness of I-O for Undergraduates at Our Own Universities*. Alternative session type with presenters conducted at the 33<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.
- Bupp, C. P., Richard, E. M., & Vola, V. (April, 2018). Affective events and emotional labor in a computer-mediated environment. In E. M. Richard & C. P. Bupp (Chairs), *Coping with Challenging Service Encounters*. Symposium conducted at the 33<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.
- Dieguez, T. A., & Richard, E. M. (April, 2018). Emotional display rule conflict: When personal and organizational expectations differ. In D. P. Magill & J. M. Diefendorff (Chairs), *The Influence of Contextual Factors on Emotional Labor Processes*. Symposium conducted at the 33<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.
- Alsharief, R., Moore, L., Dieguez, T., & Richard, E. M. (April, 2017). Customer incivility and emotional exhaustion: Mediator and moderators. Poster presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.
- LeNoble, C., & Richard, E. M. (April, 2017). Cleaning up spilled moods: Affective spillover mechanisms and buffers. In Ford (Chair), *New within-person perspectives on affect across work and home*. Symposium conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.

- Young, S., Richard, E.M., Steelman, L.A., Moukarzel, R., & Gentry, W. (April, 2017). How empathetic concern helps leaders in providing negative feedback. In O'Malley & Young (Chairs), Science-practice exchange: Using positive psychology to enhance negative feedback interventions. Alternative session type with presenters conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, Florida.
- Fischer, J., & Richard, E. M. (December, 2016). Leader emotion management: Culture and gender differences. Presented at the Defense Equal Opportunity Management Institute Collaborative Series, Patrick Air Force Base, Florida.
- Bupp, C. P., & Richard, E. M. (April, 2016). Displays of anger: Perceived deviance and bystander reporting. In Bowling & Raver (Chairs), I saw what you did! Bystander responses to workplace deviance. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Liu, W., Richard, E. M., & Skiba, T. (April, 2016). Engagement in high potential leaders across 40 countries. In Zhou (Chair), The intersection of leadership development and social contexts. Symposium conducted at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Kaloydis, F., & Richard, E. M. (April, 2016). Sharing political and religious information on Facebook: Coworker reactions. Poster presented at the 31st Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- LeNoble, C.A., Zhou, Z. E., & Richard, E. M. (October, 2015). The power of self-control: Buffering the effects of interpersonal conflict on psychological well-being. In S. Pindek & P. E. Spector (Co-chairs), Using Diverse Methods in the Study of Stress and Well-being. Symposium presented at the 2015 annual meeting of the Southern Management Association, St. Petersburg, FL.
- Richard, E., Gacey, H., Young, S., & Lopez-Matos, X. (April, 2015). Aggression in work-related email: A qualitative analysis. Poster presented at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Richard, E.M., & LeNoble, C.A. (April, 2015). Chairs. When health is wealth: Linking employee health to workplace outcomes. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- LeNoble, C.A. & Richard, E.M. (April, 2015). Flexing the self-control "muscle" at work: Exercise predicting daily engagement. In E. Richard & C. LeNoble (Chairs), When health is wealth: Linking employee health to workplace outcomes.

Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

LeNoble, C. A. and Richard, E. M. (March, 2015). Flexing the self-control "muscle" at work: Exercise predicting daily engagement. Poster presented at the 25th Annual USF Health Research Day, Tampa, FL.

Richard, E. M., Phillips, C., & Alzaidalsharief, R. (2014, July). Supervisor empathy moderates the negative effects of customer injustice. Paper presented at the 9<sup>th</sup> International Conference on Emotions in Worklife, Philadelphia, PA.

Gacey, H. J. & Richard, E. M. (2013, August). Influence of emoticons on perceived negative affect and professionalism in work-related email. Paper presented at the 73<sup>rd</sup> annual meeting of the Academy of Management, Orlando, FL.

Richard, E. M. (2013, February). Are you mad? Miscommunication of emotion and the escalation of conflict via email. Invited continuing education workshop presented to Florida Institute of Technology Psychology Faculty.

Young, S. F., Moukarzel, R., Steelman, L. A., Richard, E. M., & Gallo, J. (2013, April). Increasing positive emotions following negative feedback: How empathy can help. Poster presented at the 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Richard, E. (Chair). Understanding the Role of Affect in Cross-Cultural Competence. Symposium conducted at the 27<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Reid, P. A. & Richard, E. M. (2011, August). The role of cross-cultural competence in the relationship between emotion regulation and job satisfaction. In P. Reid (Chair), Beyond the Frontier: Insights into Cross-Cultural Competence in the U.S. Military. Symposium conducted at the 119<sup>th</sup> Annual American Psychological Association meeting, Washington, D.C.

McFadden, M. & Richard, E. M. (2011, April). Cultural and individual differences influencing reactions to business request emails. Poster presented at the 26<sup>th</sup> Annual Society for Industrial and Organizational Psychology Meeting, Chicago, IL.

Richard, E. M., Converse, P.D., & Steinhauser, E. (2011, April). Emotional display rule deviance as self-regulatory failure. In E. Richard (Chair), Emotional Display Rule Deviance: Antecedents and Consequences. Symposium conducted at the 26<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Chicago, IL.

- Richard, E. M., Reid, P., Bogle, C., Miranda, M., & Reverdiau, G. (2011, April). BIS and BAS sensitivity as predictors of flight training performance. Poster presented at the 26th Annual Society for Industrial and Organizational Psychology Meeting, Chicago, IL.
- Steinhauser, E., Richard, E. M., Small, C., & Trejo, B. (2011, April). Misperception of emotion in email: Effects of gender and status. Poster presented at the 26<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Chicago, IL.
- Small, C.M., & Richard, E.M. (2010). Relationships among creative self-concept variables and employee creative behaviors. Poster presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.
- Richard, E. M., Steinhauser, E., Small, C., Trejo, B., & Trane, S. (2010). Misperception of emotional intent in email. In Using Technology in Organizational Communications and Training. Symposium conducted at the Florida Institute of Technology School of Psychology Research Colloquium.
- McFadden, M., & Richard, E. M. (2010, April). Cross-cultural differences in business request emails. Poster presented at the 25th Annual Society for Industrial and Organizational Psychology meeting, Atlanta, GA.
- Richard, E. M. & Diefendorff, J. M. (Chairs). (2009, April). The Fit between Emotional Demands and Emotional Abilities. Symposium conducted at the 24th Annual Society for Industrial and Organizational Psychology meeting, New Orleans, LA.
- Richard, E. M., Brandt, L., & Bogle, C. (2008). Antecedents and consequences of emotional appraisal patterns. Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology meeting, San Francisco, CA.
- Richard, E. M., & Jacobs, K. (2008). Examining predictors of display rule deviance using experience sampling methodology. Interactive poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology meeting, San Francisco, CA.
- Parks, K., Jacobs, K., & Richard, E. M. (2008). The positive side: Predictors of positive work-family spillover (2008). Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology meeting, San Francisco, CA.
- Richard, E. M., & Diefendorff, J. M. (2007, April). Breaking the rules: Examining predictors of display rule deviance. In P. Barger & J. Z. Gillespie (Chairs), When Smiles are Required: Understanding Display Rules and Emotional Labor. Symposium conducted at the 22nd Annual Society for Industrial and Organizational Psychology meeting, New York, NY.

- Diefendorff, J. M., & Richard, E. M. (2007, April). Developing a theory of prescriptive and contextual emotional display rules. Poster presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology meeting, New York, NY.
- Richard, E. M., & Wallace, J. C. (Chairs). (2006, April). New Directions in Emotional Labor Research. Symposium conducted at the 21<sup>st</sup> Annual Society for Industrial and Organizational Psychology meeting, Dallas, TX.
- Diefendorff, J. M., Richard, E. M., & Robie, C. (2005, April). Motivational traits and performance: The mediating role of daily self-regulation. In J. C. Wallace, & R. S. Landis (Chairs), *Advances in Work Motivation: A Changing of the Guard for Motivational Processes*. Symposium conducted at the 20<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Los Angeles, CA.
- Diefendorff, J. M., Richard, E. M., & Yang, J. (2005, April). Emotion regulation: Linking strategies to affective events and discrete emotions. In Gosserand, R. H., & Diefendorff, J. M. (Chairs), *Toward a Better Understanding of Emotion Regulation at Work*. Symposium conducted at the 20<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Los Angeles, CA.
- Richard, E. M., Bourgeois, N. T., & Diefendorff, J. M. (2005, April). A process model of the psychological experience of emotional labor. In Gosserand, R. H., & Diefendorff, J. M. (Chairs), *Toward a Better Understanding of Emotion Regulation at Work*. Symposium conducted at the 20<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Los Angeles, CA.
- Diefendorff, J. M., Richard, E. M., & Croyle, M. H. (2004, April). Are emotional display rules perceived as formal job requirements? Poster presented at the 19<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Chicago, IL.
- Diefendorff, J. M., Richard, E. M., Gosserand, R. H., & Hardman, L. (2004, April). An examination of moderators of the hesitation and performance relationship. Poster presented at the 19<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Chicago, IL.
- Diefendorff, J. M., Richard, E. M., & Mehta, K. (2004, April). Action-state orientation and self-regulatory processes during goal-striving. In P. M. Mangos (Chair), *Individual Differences in Self-regulatory Effectiveness: Action-state Orientation, Volitional Competencies, and Performance*. Symposium conducted at the 19<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Chicago, IL.
- Richard, E. M., & Diefendorff (2004, April). Goal orientation and feedback sign as predictors of changes in self-efficacy. Poster presented at the 19<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Chicago, IL.



Richard, E. M., Diefendorff, J. M., & Martin, J. H. (2003, April). Revisiting the within-person self-efficacy and performance relationship. Poster presented at the 18<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Orlando, FL.

Richard, E. M., & Bourgeois, N. T. (2003, March). Measuring the psychological experience of emotional labor. In O'Brien, Passen, & Associates (Sponsor), Emotions and Stress. Symposium conducted at the 24<sup>th</sup> Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.

Diefendorff, J. M., & Richard, E. M. (2002, April). Antecedents and consequences of emotional display rule perceptions. Poster presented at the 17<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Toronto, Canada.

Slaughter, J., & Richard, E. M. (2002, April). Direct estimates versus policy capturing in job choice research. Poster presented at the 17<sup>th</sup> Annual Society for Industrial and Organizational Psychology meeting, Toronto, Canada.

### **Research Grants and Applied Research Contracts**

**Co-Principal Investigator:** Naval Air Warfare Center Training Systems Division (BAA N61340-11-R-0021-0002). *Cognitive Task Analysis and Performance Measure Development for a Multi-team Electronic Warfare System.*

Period of Performance: July 2015-Sept 2018

PI: Patrick Converse; Co-PIs: **Erin Richard** (Lead for Option 3.3) & Jessica Wildman  
*Additional tasks funded after successful completion of the base contract:*  
Option Task 1, Protection of Human Subjects,  
Option Task 3.1, MTS vs. Team-level Training  
Option Task 3.2, MTS Coordination Across EW  
Option Task 3.3, MTS Coordination Structure (Project Lead)

Total Amount Awarded (Including Option Tasks): **\$715,521**

**Faculty Advisor:** NIOSH Sunshine Education and Research Center Pilot Grant  
*Depletion today keeps the apple away: Effects of workplace resource processes on daily health behavior and recovery.*

2015-2016

PI: Chelsea LeNoble

Amount Awarded: **\$10,700**

**Principal Investigator:** Education Testing Service, Sponsored Research Agreement  
*Examining relationships among executive functioning, trait self-control, and interpersonal skills*

Period of Performance: May-June 2016

Co-PIs: Patrick Converse and Richard Griffith

Amount Awarded: **\$5,000**

**Faculty Travel Award:** LSU Office of Research and Economic Development (ORED), Presentation of Research at the 2020 AHRD Conference (February 25 - March 1, 2020)  
Amount Awarded: **\$750**

**Faculty Travel Award:** LSU Office of Research and Economic Development (ORED), Presentation of Research at the 2019 SIOP Conference (April 3 - April 7, 2019)  
Amount Awarded: **\$750**

## Teaching

### Louisiana State University, August, 2018 – present

#### New Courses Developed:

- Advanced Quantitative Methods in Leadership and Human Resource Development (Graduate, Spring 2021)
- Work Stress and Health (Undergraduate, Fall 2020)
- Workplace Health and Safety Graduate Seminar (Graduate, Spring 2019)
- Needs Assessment in Human Resource Development (Undergraduate; developed for LSU Online)

#### Other Courses Taught:

- Workforce Development (Graduate, LSU Online, Fall 2018)
- Needs Assessment in Leadership and Human Resource Development (Undergraduate, LSU campus)—Fall, 2019
- Perspectives in Leadership and Human Resource Development (Graduate)—Fall, 2019 (Co-taught with Dr. Shinhee Jeong)
- Program Development and Evaluation (Graduate, Spring 2020, Spring 2021, 15-week format)
- Program Development and Evaluation (Graduate, LSU Online, Spring 1, 2021, 7-week format)

### Florida Institute of Technology, August 2005 – August, 2018

#### New Courses Developed:

- Emotions in the Workplace (Graduate)
- Occupational Health Psychology (Graduate Seminar)
- Applied Research Methods (Undergraduate; Online)
- Industrial and Organizational Psychology (Undergraduate; Online)
- Organizational Science (Graduate; Online)

**Other Courses Taught:**

- Organizational Psychology (Graduate)
- Statistical Research Methods (Graduate)
- Advanced Research Methods and Statistics (Undergraduate)
- Survey of Industrial-Organizational Psychology (Undergraduate)

## **Organizational Consulting**

**Independent Consulting**

- Citizen satisfaction survey for the City of Melbourne Police Department (development, analysis, and report)
- Assessment of media relations training needs for LouisianaChildren.Org nonprofit employees (survey design and analysis)

**Consultant**, Florida Institute of Technology Center for Organizational Effectiveness, 2005 - 2018

- Lead a team of 5 graduate students in designing a 2-day executive-level presentations training for an international communications and information technology company
- Designed and delivered a supervisory skills training to members of the Melbourne Chamber of Commerce
- Designed and delivered conflict management training to members of a local accounting firm

## **University Service**

**CHSE Wellness Initiative, Committee Member**, 2020-present: under the direction of the Director of Faculty Affairs & Professional Development, collaborated with faculty members and graduate student to create committee charter, engaged in planning sessions aimed at promoting a strong wellness climate within the college. The committee's initial products include a series of self-directed training modules on wellness topics

- Primary developer for a 5-lesson Emotional Wellness module, offered via CHSE Community Moodle

**CHSE Student Survey**, Fall 2020-present: collaborated with college administrators, faculty and staff to develop a student survey aimed at assessing student well-being and identifying advising needs. Survey administered in early Spring, 2021.

**CHSE Scholarship Committee Member**, 2019-present: reviewed undergraduate and graduate scholarship applications for college-level scholarships, provided award recommendations for SLHRD students

**CHSE Engagement Committee Member**, 2019, 2020: reviewed applications, interviewed, and helped select CHSE Ambassadors each year

**LSU Libraries Focus Group for the Social Sciences and Humanities**: Fall, 2019

**Doctoral Advisor**: H. Sensenbrenner, in progress

**External Research Mentor**: T. Dieguez, in progress

**Dissertation Committee Member**: L. Cupit, 2019

**Dean's Representative** (General Exam and Dissertation Committee): L. McClay, 2021

**Dissertation Chair**: C. Phillips, 2017; C. LeNoble, 2016; F. Kaloydis, 2014; C. Small, 2014; B. Trejo, 2013; E. Steinhauser, 2012; P. Reid, 2010

**Thesis Chair**: T. Dieguez, 2017; J. Fischer, 2016; M. L. Morgan, 2014; C. LeNoble, 2014; P. Jackson, 2013; C. Phillips, 2013; H. Gacey, 2012; A. Hickman, 2012; S. Dinally, 2012; M. Miranda, 2012; B. Trejo, 2011; M. McFadden, 2009; S. Jones, 2008; K. Jacobs, 2008; C. Small, 2008; E. Steinhauser, 2008

**Faculty Development Committee, Florida Tech Psychology Department**: 2011 – 2017 (collaborated on the creation of a Faculty Mentorship Program)

**Research Committee**, Florida Tech Psychology Department:

- Chair, 2006; 2007 (coordinated annual research exhibitions)
- Member, 2005 - May, 2011

**University Library Committee Faculty Representative**, Florida Institute of Technology: 2006 – 2018 (communicated the needs of Psychology faculty and students to the Dean of Libraries and other committee members)

**Academic Advisor**, Florida Tech Psychology Department: advised approximately 20-25 undergraduate psychology students per semester from 2005 - 2017

## Peer Review

**Editorial Board Member (Current)**:

- *Organizational Behavior and Human Decision Processes*
- *Journal of Business and Psychology*
- *Occupational Health Science (Inaugural Board)*

**External Reviewer**, P. A. Robinson, K. A. Williams, & M. Stojanovic (Eds.), *Global Citizenship for Adult Education: Advancing Critical Literacies for Equity and Social Justice* (slated for publication in 2021).

**Ad Hoc Journal Reviewer:** *Applied Psychology: An International Review; European Journal of Information Systems; European Journal of Work and Organizational Psychology; Human Performance; Human Relations; Journal of Applied Psychology; Journal of Applied Social Psychology; Journal of Management; Journal of Management Studies; Journal of Occupational and Organizational Psychology; Journal of Occupational Health Psychology; Journal of Organizational Behavior Management; Journal of Sport and Exercise; Organizational Behavior and Human Decision Processes; The Industrial Organizational Psychologist*

**NSF Proposal Reviewer:** National Science Foundation, Science of Organizations Program, March, 2018

**Textbook Reviewer:**

- *Industrial/Organizational Psychology* by Paul Levy (4th edition)
- *Psychology and Work: Perspectives on Industrial and Organizational Psychology* by Truxillo, Bauer, & Erdogan (2014)

## National Committee Membership

### **Society for Industrial and Organizational Psychology, Community of Interest (COI) Sub-Committee for 2019 and 2020 Conference Programs.**

Sessions Coordinated:

- **Interpersonal Emotion Management: Managing Others' Emotions at Work.** Ashkanasy, N. M. (Host), Swody, C. A. (Host), & Richard, E. M. (Coordinator) (April, 2019). Community of Interest Session conducted at the 34th Annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- **Leveraging I-O Research to Increase Gender Equity in Organizations.** Clerkin, C. (Host), Giscombe, K. (Host), & Richard, E. M. (Coordinator) (April, 2019). Community of Interest Session conducted at the 34th Annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.
- **Neurodiversity and Inclusion in the Workplace.** Doyle, N. E. (Host), Santuzzi, A. (Host), Richard, E. M. (Coordinator). Community of Interest Session conducted at the 34th Annual Society for Industrial and Organizational Psychology Conference (Conducted via teleconference due to Covid-19 Pandemic)
- **Dual Career Couples in Industrial-Organizational Psychology.** Shockley, K., (Host), Nicklin, J. (Host), Richard, E. M. (Coordinator). Community of Interest Session planned for the 35<sup>th</sup> Annual SIOP Conference (Cancelled)

- **Leader-Facilitated Emotion Regulation.** Connelly, S. (Host), Ruark, G. (Host), & Richard, E. M. (Coordinator). Community of Interest Session planned for the 35<sup>th</sup> Annual SIOP Conference (Cancelled)

**Society for Industrial and Organizational Psychology, Institutional Research Committee, 2017-2018**

**Society for Industrial and Organizational Psychology, S. Rains Wallace Dissertation Award Committee**

- Chair, 2011; 2012
- Member, 2010

**Academy of Management Organizational Behavior Division, Award Committee** for selecting *Best Paper Based on a Dissertation*, 2008

**Conference Reviewer:**

- Academy of Management, OB Division, 2007-2012
- Society for Industrial and Organizational Psychology, 2005-present
- International Conference on Emotions and Organizational Life (EMONET), 2006; 2010

## **Professional Affiliations**

- Academy of Human Resource Development
- Academy of Management
- Society for Industrial and Organizational Psychology
- Society for Occupational Health Psychology

## **Awards and Honors**

- Happy Award, LSU Center for Community Engagement, Learning, and Leadership, 2020-21
- Faculty Engagement Award, 2020, College of Human Sciences and Education
- Nominated for LSU Outstanding Service-Learning Faculty Award, 2020
- Recognized by LSU Communication Across the Curriculum for (CXC) for outstanding communication with students during the pandemic (student nomination), 2020
- Engaged Scholars Program, Center for Community Engagement, Learning, and Leadership, Spring 2019
- Stan Gully Award for Sustained Excellence in Reviewing, *Journal of Business and Psychology*, 2017

- William R. Jones Outstanding Mentor Award for the mentorship of McKnight fellows, Florida Education Fund, 2015
- Reviewer of the Year Award, *Journal of Business and Psychology*, 2013
- Outstanding Reviewer Award, Academy of Management Conference, OB Division, 2007
- SIOP Foundation Graduate Student Scholarship (for dissertation research), 2005