



## Jessica R. Methot

Rutgers University

School of Management and Labor Relations

Department of Human Resource Management

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### PROFESSIONAL EXPERIENCE

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Associate Professor, 2017 - present	Rutgers University, Department of Human Resource Management, SMLR
Distinguished Research Professor, 2018 - present	University of Exeter, Department of Management, Business School
Director, PhD Program (IRHR), 2022 - present	Rutgers University, SMLR
Assistant Professor, 2010 - 2017	Rutgers University, Department of Human Resource Management, SMLR

### EDUCATION

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Ph.D., University of Florida Warrington College of Business, Organizational Behavior, 2010

B.S., University of Florida, Psychology, 2005

### PUBLICATIONS

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(† Denotes PhD student at time of project initiation)

Methot, J. R., Rockmann, K., & Rosado-Solomon, E. (in press). Longing for the Past: The Dual Effects of Daily Nostalgia on Employee Performance. *Journal of Management*.

Methot, J. R. & Kaul, A. (2024). From the Editors: What's Next? Moving Beyond a Rejection from AMR by Repurposing your 'Theory.' *Academy of Management Review*, 49(3), 472-481.

Methot, J. R., Parker, A., & †Hubbard, A. (2024). Social networks in the work-nonwork borderland: Developing an integrative model of cross-domain multiplex relationships. *Group & Organization Management*, 49(2), 259–298. (Lead article) <https://doi.org/10.1177/10596011241232183>

Methot, J. R., & Cole, M. S. (2023). Unpacking the microdynamics of multiplex peer developmental relationships: A mutuality perspective. *Journal of Management*, 49(2), 606–639. <https://doi.org/10.1177/01492063211048437>

†Kim, M., Methot, J. R., Park, W., & Gully, S. (2022). The paradox of building bridges: Examining countervailing effects of leader external brokerage on team performance. *Journal of Organizational Behavior*, 43(1), 36–51. <https://doi.org/10.1002/job.2565>

Methot, J. R., †Zaman, N. & †Shim, H. (2022). Social network analysis in organizations. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press. <https://doi.org/10.1093/acrefore/9780190224851.013.228>

Methot, J. R., †Rosado-Solomon, E., Downes, P., & Gabriel, A. S. (2021). Office chit-chat as a social ritual: The uplifting yet distracting effects of daily small talk at work. *Academy of Management Journal*, 64(5), 1445–1471. <https://doi.org/10.5465/amj.2018.1474>

- Selected Press Coverage: *The New York Times*, *Forbes*, *Fast Company*, *Fortune*, *Nasdaq*
- Top 1% in the academic field of Economics & Business for citations
- 3rd most cited paper in the *Academy of Management Journal* in 2021
- “Overlooked benefits of office chit-chat.” *Academy of Management Insights*, 23 July 2020

**PUBLICATIONS continued**

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- Methot, J. R., †Rosado-Solomon, E., & Allen, D. (2018). The network architecture of human capital: A relational identity perspective. *Academy of Management Review*, 43, 723–748. <https://doi.org/10.5465/amr.2016.0338>  
 – **Finalist, *Academy of Management Review* Best Article Award, 2018**
- Methot, J. R. \*, Melwani, S. \*, & Rothman, N. B. (2017). The space between us: A social-functional emotions view of ambivalent and indifferent workplace relationships. *Journal of Management*, 43, 1789–1819. (\* equal authorship) <https://doi.org/10.1177/0149206316685853>  
 – **Selected Press Coverage: *Bloomberg*; *Harvard Business Review*; *MSN*; *Quartz (qz.com)*; *Financial Times*; *Entrepreneur*; *Rutgers Today***
- Methot, J. R., Lepak, D. P., Shipp, A. J., & Boswell, W. R. (2017). Good Citizen Interrupted: Calibrating a Temporal Theory of Citizenship Behavior. *Academy of Management Review*, 42, 10–31. (Lead article) <https://doi.org/10.5465/amr.2014.0415>  
 – **“Paths to retaining employees who go the extra mile.” *Academy of Management Insights*, 8 August 2018.**
- Methot, J. R., LePine, J. A., Podsakoff, N. P., & Christian, J. L. (2016). Are workplace friendships a mixed blessing? Exploring tradeoffs of multiplex relationships and associations with job performance. *Personnel Psychology*, 69, 311–355. (Lead article) <https://doi.org/10.1111/peps.12109>  
 – **Winner, *Personnel Psychology* Best Article Award, 2018**  
 – **Selected Press Coverage: *Harvard Business Review*; *The New York Times*; *The Wall Street Journal*; *NPR*; *The Economist*; *CNNMoney*; *Financial Times*; *NYTimes Magazine*; *USA Today*; *TED blog***
- Methot, J. R., & LePine, J. A. (2016). Too close for comfort? Investigating the nature and functioning of work and non-work boundary segmentation preferences. *Journal of Business and Psychology*, 31, 103–123. <https://doi.org/10.1007/s10869-015-9402-0>
- LePine, J. A., Buckman, B., Crawford, E. R., & Methot, J. R. (2011). A review of research on personality in teams: Accounting for pathways spanning levels of theory and analysis. *Human Resource Management Review*, 21, 311–330. <https://doi.org/10.1016/j.hrmr.2010.10.004>
- LePine, J. A., Piccolo, R. F., Jackson, C. L., Mathieu, J. E., & Saul, J. R. (2008). A meta-analysis of teamwork processes: Tests of a multidimensional model and relationships with team effectiveness criteria. *Personnel Psychology*, 61, 273–307. <https://doi.org/10.1111/j.1744-6570.2008.00114.x>

**BOOK CHAPTERS & OTHER PUBLICATIONS**

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(† Denotes PhD student at time of project initiation)

- Methot, J. R., †Shin, J., & †Hubbard, A. (2025). Incongruence in multiplex exchange relationships. In J. Coyle-Shapiro, R. Cropanzano, & Diehl, M. (Eds), *Research Handbook on Social Exchange Theory*. Edward Elgar.
- Soltis, S. Methot, J. R., Gittell, J. H., & Harris, T. B. (2023). Introduction to Special Issue: Leveraging Relational Analytics in HR Research and Practice. *Human Resource Management*, 62(4), 377–389. <https://doi.org/10.1002/hrm.22172>
- Methot, J. R., Gabriel, A. S., Downes, P., & Rosado-Solomon, E. (25 March 2021). Remote workers need small talk, too. *Harvard Business Review*.
- Krebs, V. & Methot, J. R. (8 July 2020). How strategies like 'family work groups' keep reopening plans people-focused.” *HR Dive*.
- Methot, J. R., & Seibert, S. (2021). The role of social networks in contemporary careers. In W. Murphy and J. Tosti-Kharas (Eds.), *Handbook for Research Methods in Careers* (pp. 191–209). Northampton, MA: Edward Elgar.

## BOOK CHAPTERS & OTHER PUBLICATIONS *Continued*

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Methot, J. R., & †Rosado-Solomon, E. (2020). Multiplex relationships in organizations: Applying an ambivalence lens. In D. J. Brass & S. P. Borgatti (Eds.), *Social networks at work* (pp. 79–103). New York: Routledge.

LePine, J. A., Methot, J. R., Crawford, E. R., & Buckman, B. (2012). A model of positive relationships in teams: The role of instrumental, friendship, and multiplex social network ties. *Personal Relationships: The Effect of Supervisory, Co-worker, Team, Customer and Nonwork Exchanges on Employee Attitudes, Behavior, and Well-being, SIOP Frontier Series*. L. T. Eby and T. D. Allen (Eds).

LePine, J. A., LePine, M. A., & Saul, J. R. (2007). Relationships among work and non-work challenge and hindrance stressors and non-work and work effectiveness criteria: A model of cross-domain stressor effects. In P. Perrewé and D. Ganster (Eds.), *Research in Occupational Stress and Well-Being* (Vol. 6, pp. 35–72). New York: Elsevier.

## INVITED REVISIONS AND MANUSCRIPTS UNDER REVIEW

(† Denotes PhD student at time of project initiation)

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Li, Y., †Kleshinski, C., †Huang, C., Methot, J. R., & Tang, G. [Daily employee inclusion at work]. **Revise & Resubmit** at *Personnel Psychology*.

Tanaka, K., Vegayon, G., & Methot, J. R. [Methodological review of multiplexity]. **Revise & Resubmit** at *Journal of Applied Psychology*.

Methot, J. R., Frank, E., & Shin, J. [Informal workplace communication]. Proposal accepted, **Revise & Resubmit** at *Academy of Management Annals*.

Bainbridge, H., & Methot, J. R. [HR managers as research brokers]. **Under review** at *Human Resource Management Review*.

## SELECT RESEARCH IN PROGRESS

(† Denotes PhD student at time of project initiation)

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Kleshinski, C., Li, Y., †Huang, C., Wilson, K., Methot, J., & Watkins, T. [Balance and capitalization]

Keeler, K., Methot, J. R., Gabriel, A., & Rogers, K. [Music as a driver of temporal coordination].

Methot, J. R., †Hubbard, A., Zipay, K., & Shipp, A. [A theory of employee nostalgia].

## SELECT ACADEMIC CONFERENCE PRESENTATIONS

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Methot, J. R., Rosado-Solomon, E., & Rockmann, K. *Longing for the past: The dual effects of daily nostalgia on employee performance*.

- Annual Meeting of the Southern Management Association, Little Rock, AK, October 2022
  - **Best Overall Conference Paper Award, SMA 2022**
  - **Best Paper Award, Organizational Behavior Track, SMA 2022**
- Annual Meeting of the Academy of Management, Seattle, WA, August 2022

Li, Y., Huang, C., Methot, J. R., & Tang, G. *Enhancing employees' daily inclusion at work: A multilevel temporal approach to social context*. Presented at the Annual Meeting of the Academy of Management, August 2022.

Methot, J. R., Parker, A., & Hubbard, A. *Multiplex relationships in the borderland: Applying a social network analytic perspective to the work-nonwork interface*.

- University of Exeter Society Network Society Conference, Exeter, UK, June 2022
- Annual Meeting of the Southern Management Association, Little Rock, AK, October 2022
- “Rethinking Work-Nonwork Spillover: The Critical Role of Work and Nonwork Relationships” symposium, Annual Meeting of the Academy of Management, August 2021.

## **SELECT ACADEMIC CONFERENCE PRESENTATIONS *continued***

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- Methot, J. R., Levin, D. Z., & Shim, H. *The effects of network brokerage on workplace loneliness*. Presented in the “Alone in a Crowded Office: Antecedents and Consequences of Loneliness in the Workplace” Showcase Symposium (Chairs: J. Ong & K. Schabram) at the Annual Meeting of the Academy of Management, Boston, August 2019.
- Methot, J. R. Presentation in the Panel Symposium “*Exploring Relationality in Organizational Scholarship: Past and Future, Convergences and Tensions*” (Chairs: H. Wei & N. Thomas) at the Annual Meeting of the Academy of Management, Boston, August 2019.
- Methot, J. R., & Kim, M. *The paradox of building bridges: Examining countervailing effects of leaders’ external connections on team members’ perceptions of support and team-efficacy*. Presented at the XXXIX Sunbelt Conference, Montréal, June 2019.
- Rosado-Solomon, E., Methot, J. R., & Allen, D. *Relational architecture of employee turnover: Review and theoretical extension*. Presented at the 3<sup>rd</sup> HR Division International Conference, Dublin, January 2019.
- Methot, J. R., & Cole, M. C. *From instrumental to developmental: How mutuality generates multiplex peer developmental relationships over time*.
- “What Happens Next? The Temporal Dynamics and Long-Term Consequences of Prosocial Behavior” symposium (Chairs: K. Schabram & S. Lee) at the Annual Meeting of AOM, Chicago, August 2018.
  - 5<sup>th</sup> Intra-Organizational Networks (ION) Conference, Lexington, KY, 2012.
  - 32<sup>nd</sup> International Sunbelt Social Network Conference, Redondo Beach, CA, 2012.
- Methot, J. R., Rosado-Solomon, E., & Downes, P., & Gabriel, A. *The effects of daily small talk at work*.
- “Too Much of a Good (or Not Enough of a Bad) Thing? Counteracting Consequences of Work Relationships” symposium (Chair: N. Longmire) at the Annual AOM Meeting, Chicago, August 2018.
  - 4<sup>th</sup> Positive Relationships at Work Roundtable, George Mason University, June 2018.
- Methot, J. R., & Rosado-Solomon, E. *Using social media to navigate stigmatized supervisor-subordinate friendships*. Presented in the “Navigating Close Relationships at Work: Challenges of Connecting in a Boundaryless World” Showcase symposium (Chairs: J. Pillemer and N. Rothbard) at the Annual Meeting of the Academy of Management, Atlanta, August 2017.
- Methot, J. R., Rosado-Solomon, E., & Levin, D. *Friend and foe? The psychological and social network effects of ambivalent relationships*.
- “Relational Ambivalence at Work” symposium (Chair: K. E. Ingram) at the Annual Meeting of the Academy of Management, Anaheim, August 2016.
    - Nominated and accepted for presentation in the All-Academy Theme “*Making Organizations Meaningful*” program.
  - 3<sup>rd</sup> biennial Positive Relationships at Work Roundtable, Cornell University, June 2016.
  - 7<sup>th</sup> Intra-Organizational Networks (ION) Conference, Lexington, KY, 2014.
- Methot, J. R., & LePine, J. A. *The impact of ambivalent friendships on network brokerage, network turbulence, and work engagement*. Presented in the “Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships” Showcase symposium (Chairs: J. Methot & N. Rothman) at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 2014.
- Methot, J. R., & LePine, J. A. *Unpacking the functions of positive workplace relationships: Building and testing a theory of workplace friendships and their link to job performance*.
- “Positive Relationships at Work: Expanding the Empirical Foundations of an Emerging Research Stream” symposium (Chairs: K. Rogers & E. Heaphy) at the Annual Meeting of the Academy of Management, Lake Buena Vista, August 2013.
  - “Internal and External Relational Social Capital: Work/Nonwork Relations and Organizational Outcomes” symposium (Chair: E. E. Coyne), Annual Meeting of the Academy of Management, Montreal, August 2010.
  - 25<sup>th</sup> Annual SIOP Conference, Atlanta, GA. April 2010.

## PROFESSIONAL ACTIVITIES AND AFFILIATIONS

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<b>Associate Editor</b>	<i>Academy of Management Review</i> (July 2023-June 2026) <i>Personnel Psychology</i> (Jan 2023-Dec 2023)
<b>Guest Editor</b>	Special Issue at <i>Human Resource Management: A Relational Perspective on HRM</i> (Volume 62, Issue 4, pp. 373-680)
<b>Editorial Board Member</b>	<i>Academy of Management Review</i> (2019-2023) <i>Journal of Applied Psychology</i> (2016-2022) <i>Personnel Psychology</i> (2017-2022) <i>Academy of Management Discoveries</i> (2020-2023) <i>Human Resource Management</i> (2022)
<b>Executive Committee Member, OB Division</b>	Program Developer Associate Director (2017-2023), <i>Appointed position</i>
<b>Award Committee Member and Journal Service</b>	Bridge Reviewer Mentor, 2021-2022 <i>Academy of Management Review</i> Newman Award, Best Paper from a Dissertation, 2021, 2022 (AOM) Best Paper Award, 2020, 2021, 2023 <i>Academy of Management Review</i> Best Conference Paper Award, 2021, <i>HR Division</i> Early Career Achievement Award, 2020, 2023, <i>HR Division</i> Outstanding Practitioner-oriented Publication for 2016, <i>OB Division</i>
<b>Professional Affiliations</b>	Academy of Management (AOM) International Network for Social Network Analysis (INSNA) Positive Relationships at Work Microcommunity (PRW) Society for Industrial and Organizational Psychology (SIOP)
<b>Affiliate Faculty Member</b>	Exeter Centre for Social Networks (ECSN)
<b>Select Professional Development Workshops</b>	OB Late-Stage Doctoral Consortium, AOM (2023), <i>Distinguished Speaker</i> Pre-Doctoral Student Consortium, AOM (2023), <i>Discussant</i> Pushing Boundaries of Networks Research, Sunbelt (2022, 2023), <i>Organizer</i> At the Frontiers of Organizational Network Research, AOM (2022), <i>Panelist</i> Advancing Organizational Network Research, AOM (2021), <i>Panelist</i> Teaching Social Networks PDW, AOM (2021), <i>Presenter</i> Intro to Social Network Analysis, AOM (2018-2022), <i>Presenter</i> AMR Theory Building Workshop (2021, 2022), <i>Roundtable Facilitator</i> Positive Relationships at Work PDW, AOM (2016, 2017), <i>Invited Presenter</i> Advanced Networks PDW, AOM (2013-2019), <i>Discussant</i> OB Div. Research Roundtables Forum (2020, 2022), <i>Facilitator</i> HR Div. Pre-Dissertation Consortium, AOM (2010-2014), <i>Panelist/Presenter</i> HR Division Junior Faculty Workshop, AOM (2012, 2013), <i>Presenter</i> OB Div. Pre-Dissertation Doctoral Consortium, AOM (2011, 2012), <i>Panelist</i>
<b>Ad Hoc Reviewer, Select Journals</b>	<i>Academy of Management Journal</i> , <i>Organization Science</i> , <i>Journal of Management</i> , <i>OBHDP</i> , <i>Organization Studies</i> , <i>JOOP</i> , <i>Human Relations</i> , <i>Personal Relationships</i> , <i>Human Resource Management Journal</i>
<b>Co-Founder, <a href="http://WorkTies.org">WorkTies.org</a></b>	Cultivated repository for academic research and news on work relationships

## CHAired SYMPOSIA, RESEARCH TRACKS, AND PDW SESSIONS

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- *Who I Really Am: Antecedents and Consequences of Self-Expression and Self-Disclosure at Work* (Chair: R. Jennings; Discussant, J. Methot). Academy of Management, Boston, MA, 2023.
- *Diversity Initiatives “Work”? Examining the Unintended Consequences of Diversity Practices* (Chairs: A. Hubbard, J. Methot). Academy of Management, Boston, MA, 2023.
- *Let’s Give Them Something to Talk About: Conversations at the Work-Family Interface* (Chairs: A. Gabriel, Y. Lin, A. Dutli; Discussant, J. Methot). Academy of Management, Boston, MA, 2023.
- *Time for Change: A Dynamic Perspective of Employee Social Networks* (Chair: Songqi Liu; Discussant, J. Methot). Academy of Management, Seattle, WA, 2022.
- *High Quality Connections and Positive Relationships at Work*. (Chairs: J. Methot, B. Schinoff, & J. Pillemer). POS Research Conference, Ross School of Business, University of Michigan, 2022.
- *HR Analytics and Digital Transformation: Implications for Leadership Practice, Research, and Education* (Chairs: I. Inceoglu & J. Methot). PDW, Academy of Management, 2019, 2020.
- *Building a Research Community: Advancing a Social Network Perspective in Human Resource Management* (Chairs: J. Methot & S. Soltis). PDW sponsored by the HR Division, Academy of Management, 2017 and 2019.
  - Co-sponsored by Boston University Questrom School of Business, 2019
- *Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships* symposium (Chairs: J. Methot & N. Rothman). Academy of Management, Philadelphia, PA, August 2014.
- Designated as a Showcase Symposium by the Organizational Behavior Division
- *Peering into the Future: Fostering Deep Learning Using 21<sup>st</sup> Century Tools and Techniques* (Chairs: S. Gully, J. Phillips, & J. Methot). Teaching and Learning Conference, Academy of Management, Philadelphia, PA, August 2014.
- *Enhancing Team Effectiveness Across and Between Levels of Analysis* (Chairs: M. Kukenberger & J. Methot). SIOP, Honolulu, May 2014.
- *Linking Desirable Organizational Phenomena and Dysfunctional Outcomes across Contexts and Levels of Analysis* (Chair: J. Methot). Academy of Management Meeting, Boston, August 2012.
- *Contextual Influences on Work and Nonwork Role Integration* (Chairs: J. Methot & J. LePine). Society for Industrial and Organizational Psychology, New York City, April 2007.

## AWARDS, RECOGNITIONS, AND GRANTS

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- Best Overall Conference Paper Award, Southern Management Association, 2022
- Best Paper Award, Organizational Behavior Track, Southern Management Association, 2022
- Rutgers SMLR James R. Chelius Teaching Award, 2022
- NJBIZ Next Generation of Leaders, 2022
- Best Editorial Board Reviewer, *Journal of Applied Psychology*, 2021
- Outstanding Reviewer Award, *Academy of Management Review*, 2022
- Developmental Reviewer Award, *Academy of Management Review*, 2020, 2021
- Finalist, *Academy of Management Review* 2018 Best Article Award
- Winner, *Personnel Psychology* 2016 Best Article Award, Awarded in 2018
- Nominee for 2012 OBTS New Educator Award
- Outstanding Reviewer Award, Academy of Management, OB Division, 2011
- Darden Restaurants Diversity and Business Ethics Fellowship 2008-2009, \$3,500
- Grants (Funded): *Human Capital, Turnover, and Performance: Predicting the Development and Outcomes of Social Capital in University Faculty*. Funds for Innovative Research, Rutgers School of Management & Labor Relations, 2011, \$14,340

## SELECT INVITED PRESENTATIONS

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- “Employees as Network Architects.” Keynote for Busch Lecture, Loyola University, October 2024
- “Leaders as Network Architects.” Rutgers Center for Organizational Leadership, 30<sup>th</sup> Anniversary Alumni Even, December 2022
- “Longing for the Past: The Dual Effects of Daily Nostalgia on Employee Performance.”
  - Penn State University, February 2024
  - Boston College, September 2023
  - UMass Amherst, April 2023
  - University College London, Feb 2023
  - Tulane University, September 2022
  - INSEAD, April 2022
  - Temple University, November 2021
  - UCLA, February 2021
- “Harnessing Organizational Networks.” RU SHRM Business Conference, Advantage HR, April 2019.
- “The Restorative Yet Distracting Effects of Daily Small Talk at Work.”
  - University of Oregon, May 2019
  - University of Connecticut, January 2019
  - St. John’s University, November 2018
  - Arizona State University, October 2018
- “Managing Organizational Networks.” Rutgers Cancer Institute, Dept. of Oncology, Grand Rounds Series, New Brunswick, NJ, June, 2017.
- “Taking Stock of Your Personal Network for Career Success.” Million Women Mentors, June, 2017.
- “Leveraging Organizational Networks for Diverse Workforce.” Munich Reinsurance Diversity and Inclusion Council, Princeton, NJ, June 2017.
- “The Space between Good and Bad: Psychological and Network Effects of Ambivalent Relationships.”
  - Drexel University, May 2016.
  - 21<sup>st</sup> Annual Wharton OB Conference, Philadelphia, PA, November 2015.
- “The Value of Analyzing and Managing Organizational Networks.” Presentation to Johnson & Johnson Corporate HR Executive Team, New Brunswick, NJ, June 5, 2015.
- “‘The Plight of Young Scholars’: A ‘Coin Toss’ or a Case for Resiliency?” Management and International Net-workshop. University of Zurich, Department of Business, October 12, 2014.

## TEACHING EXPERIENCE

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### ***Rutgers University, SMLR***

- Introduction to Human Resource Management, Undergraduate required course
- Analyzing and Managing Organizational Networks, Masters elective course
- Seminar in Micro Organizational Behavior, Ph.D. course
- Personal and Organizational Networks, Center for HR and Leadership Development, Exec Ed
- Guest Lecturer: Analyzing Organizational and Personal Networks: Human Resource Strategy (Masters in HRM Program); The Future of HRM (Masters in HRM Program); Organizational Behavior (PhD Seminar)

### ***Rutgers Business School***

- Executive MBA Program: Leveraging Organizational Networks, Executive Leadership course
- RBS Executive Education
  - Business Essentials, Human Resource Management
  - Creating Value with Digital HR, Custom Program for *Nestle Nutrition*
  - Managing Organizational Networks across Generations, Intergeneration Leadership
- Guest Lecturer: Analyzing Organizational and Personal Networks
  - Sports Leadership and Ethics (Masters in Global Sports Business)

### ***University of Florida***

- Organizational Structure and Behavior; Human Resource Management

### ***Other Guest Lectures***

- University of Arizona, PhD Seminar on Motivation and Well-being
- University of Exeter, PhD Seminar on Organizational Behavior
- University of Utah, Traveling Scholars PhD Seminar

## STUDENT COMMITTEES AND ADVISING

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### *Masters and Dissertation Committee Member or Chair*

- June Shin (2027, Rutgers, HR Department, Masters Thesis Chair)
- Min Ju Lee (2024, UT-Austin, Management Department, Dissertation External Committee Member)
- Alondrea Hubbard (2026, Rutgers, HR Department, Masters Thesis Chair)
- Hanbo Shim (2022, Rutgers, HR Department, Dissertation Committee Member)
- Jayoung Myung (2022, Rutgers, Mgt & Global Business Dept., Dissertation Committee Member)
- Emily Rosado-Solomon (2019, Rutgers, HR Department, Dissertation Chair)
- Eugene Son (2017, Rutgers, HR Department, Masters Thesis Committee Member)
- Mee Sook Kim (2013, Rutgers, HR Department, Dissertation Committee Member)

### *Qualifying Exam Committee Member*

- Su Chen (2024, Rutgers, Human Resources Department)
- Hanbo Shin (2021, Rutgers, Human Resources Department)
- Alexandra Pustovit (2019, Rutgers, Human Resources Department)
- Kyongji Han (2013, Rutgers, Human Resources Department)

### *Undergraduate Independent Research Study Advisor, Honors Thesis Advisor, or Internship Sponsor*

- Adam Crawford; Lourndy St. Louis; Cole Biri; Catherine Cordova, Jennifer Cummins, Margaret Frimpong, Alicia Kelly, Alison Lawler, Janine Rubin, Colleen Schultz, Larissa Semegen, Grace Zhang

## DEPARTMENT, SCHOOL, AND UNIVERSITY SERVICE

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### *Department of Human Resource Management*

- Member/Co-Chair: HR Faculty Search Committee (2011-2013, 2017, 2019, 2021, 2022, 2024)
- Member: Committee to Assess CHRLD Performance
- RU SHRM Business Conference Testimonial, “HR and the Interconnected Workforce” (2019)
- Search Committee Member: Director for Center for HR and Leadership Development (2019)
- Faculty Coordinator: HR Dept. Advisory Board (2017-2022)
- Committee member, NTT faculty reappointment and promotion - Hadi El Farr (2018); Ralph Rodriguez (2018); Jim Terez (2020)
- Member: HRM Undergraduate Program Assessment Committee (2015-2016)
- Co-Coordinator: Faculty Research Colloquium/Speaker Series (2010-2016)

### *School of Management and Labor Relations*

- PhD Program Director (2022-2025)
- Member: Committee for Best Required Course Award
- Presented “Cultivating Your Networks” at SMLR Staff Retreat (June 2022)
- Appointments & Promotions (A&P) Committee Member - Naomi Williams (2021); Tamara Lee (2018)
- Faculty Advisory Board Member, Center for Women and Work (CWW) (2018-present)
- Search Committee Member, CWW Executive Director (2018)
- Executive Committee Member (2017-2018, 2023)
- Presented “Poll Everywhere as a Learning Tool” in SMLR Teaching Workshop (2016)
- Committee to Improve Teaching Evaluation (2016)
- PhD Program Committee Member (2011-2015, 2018-2021)

### *Rutgers University*

- Chancellor-Provost Conway’s Faculty Roundtable Breakfast (October 2021)
- Featured in the Rutgers Big 10 Television Commercial, “Progress is Earned”
- Focus Group Member, Strategies for Rutgers University Brand Perceptions (2019)
- Project Advisory Team, University Initiative for Course Scheduling Solutions (2017-2020)
- Taught Immersive Synchronous Lecture (University Strategic Initiative), Spring 2016
- Rutgers New Student Orientation, presentation to incoming students during summer program



## SELECT MEDIA & PODCAST INTERVIEWS

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- [The loneliness of the American worker](#). *The Wall Street Journal*, 27 May 2024.
- [Office small talk can help leaders connect with employees, but there's a downside](#). *Fortune*, 4 May 2023
- [Why leaders should encourage socializing in the workplace](#). *Forbes*, 30 March 2022.
- [The understated importance of small talk](#). *Nasdaq*, 26 February 2021.
- [Why small talk is more important than you think](#). *Here's Something Good* podcast, iHeartRadio.
- [Why small talk is good for you](#). *Discover Magazine*, 5 November 2020.
- [2 science-backed benefits of making small talk with coworkers](#). *Fast Company*, 9 August 2020.
- [Why office friendships can feel so awkward](#). *The New York Times*, 28 May 2018.
- [A rocker's guide to management](#). *The Economist 1843 Magazine*, 18 November 2018.
- [Work friends make us more productive \(except when they stress us out\)](#). *Harvard Business Review*, 26 May 2017.
- [Your work friends are faking it](#). Bloomberg's *Game Plan* Podcast, April 5, 2017.
- [Researchers study consequences of work-based friendships](#). *NPR Morning Edition*, June 21, 2016.
- [How to turn a work friend into a real friend](#). *Fast Company*, May 26, 2016.

## BOARD MEMBERSHIP AND BOARD-RELATED ACTIVITIES

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- Faculty Advisory Board Member, Center for Women and Work (CWW) (2018-present)
  - The Center for Women and Work is a leader in research, education, and programs that promote economic and social equity for women workers, their families, and their communities.
- Faculty Director, SMLR HR Dept. Advisory Board (2017-2022)
  - Fosters collaboration between HR faculty at Rutgers University and senior HR thought leaders from the top global corporations to identify competencies and design programs for the development of future HR leaders.
- Board Member, Tewksbury Education Foundation (2018-2023)
  - Non-profit organization established to enhance and expand educational opportunities for more than 600 students in two schools of the Tewksbury Township District, with mission to enrich and inspire the academic pursuits of students, from preschool through 8<sup>th</sup> grade.