

Jessica R. Methot

Rutgers University
 School of Management and Labor Relations
 Department of Human Resource Management
 94 Rockefeller Road | Livingston Campus | Piscataway, NJ 08854
 Tel: 848-445-1112 | Fax: 732-445-2830
 Email: jmethot@smlr.rutgers.edu

PROFESSIONAL EXPERIENCE

Distinguished Research Professor, 2018 - present	University of Exeter, Department of Management, Business School
Associate Professor, 2017 - present	Rutgers University, Department of Human Resource Management, School of Management and Labor Relations
Assistant Professor, 2010 - 2017	Rutgers University, Department of Human Resource Management, School of Management and Labor Relations

EDUCATION

Ph.D., University of Florida, Organizational Behavior
 B.S., University of Florida, Psychology

PUBLICATIONS

(† Denotes PhD student at time of project initiation)

Methot, J. R., †Rosado-Solomon, E., Downes, P., & Gabriel, A. (Conditionally accepted). Office chit-chat as a social ritual: The uplifting yet distracting effects daily small talk at work. *Academy of Management Journal*.

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.

– **Finalist, Academy of Management Review Best Paper, 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)

– **Selected Press Coverage: Bloomberg; phys.org; MSN; Quartz (qz.com); Financial Times; 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)

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)

– **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.

PUBLICATIONS continued

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.

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.

BOOK CHAPTERS

(† Denotes PhD student at time of project initiation)

Methot, J. R., & Seibert, S. (2020). The role of social networks in contemporary careers. In W. Murphy and J. Tosti-Kharas (Eds.), *Handbook for Research Methods in Careers*. MA: Edward Elgar.

Methot, J. R., & †Rosado-Solomon, E. (2019). Multiplex relationships in organizations: Applying an ambivalence lens. In D. J. Brass & S. P. Borgatti (Eds.), *Social networks at work*. 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)

†Rosado-Solomon, E., Methot, J. R., Allen, D. A., & †Pustovit, S. [Relationships and Turnover]. **Under 1st Review** at *Personnel Psychology*.

†Kim, M., Methot, J. R., Park, W., & Gully, S. [Leader Brokerage and Team Performance]. **Under 1st Review** at *Leadership Quarterly*.

Methot, J. R., & Cole, M. S. [Peer Developmental Relationships over Time]. **Under 1st Review** at *Personnel Psychology*

SELECT RESEARCH IN PROGRESS

(† Denotes PhD student at time of project initiation)

Methot, J. R., Levin, D., & †Rosado-Solomon, E. Friend *and* foe? A multi-method investigation of the effects of relational ambivalence on knowledge sharing. Target: *Academy of Management Journal*.

†Yuan, Z., Gabriel, A. Methot, J. R., & Butts, M. Relational ambivalence between supervisors and subordinates. Target: *Journal of Applied Psychology*.

Methot, J.R., Levin, D., & †Shim, H. The effects of brokerage orientation on workplace loneliness. Target: *Journal of Applied Psychology*.

SELECT ACADEMIC CONFERENCE PRESENTATIONS

- 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” symposium (Chairs: J. Ong & K. Schabram) at the Annual Meeting of the Academy of Management, Boston, August 2019.
- Designated as a Showcase Symposium by the Organizational Behavior Division
- 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 Annual Sunbelt Conference, Montréal, June 2019.
- Kukenberger, M., Methot, J. R., & Crawford, E. *Team trust and performance: Examining the predictive validity of network approaches with traditional methods*. Presented at the XXXIX Annual Sunbelt Conference, Montréal, June 2019.
- Rosado-Solomon, E., Methot, J. R., & Allen, D. *The relational architecture of employee turnover: A review and theoretical extension*. Presented at the 3rd 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*. Presented in the “What Happens Next? The Temporal Dynamics and Long-Term Consequences of Prosocial Behavior” symposium (Chairs: K. Schabram & S. Lee) at the Annual Meeting of the Academy of Management, Chicago, August 2018.
- Rosado-Solomon, E., Methot, J. R., & Downes, P. *The effects of daily small talk at work*. Presented in the “Too Much of a Good (or Not Enough of a Bad) Thing? Counteracting Consequences of Work Relationships” symposium (Chair: N. Longmire) at the Annual Meeting of the Academy of Management, Chicago, August 2018.
- Methot, J. R., Rosado-Solomon, E., Downes, P., & Gabriel, A. *The countervailing effects of daily small talk*. Presented at the 4th biennial 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*. Presented in the “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.
- Methot, J. R., Rosado-Solomon, E., & Levin, D. *Friend and foe? The psychological and social network effects of ambivalent relationships*. Presented at the 3rd biennial Positive Relationships at Work Roundtable, Cornell University, June 2016.
- Methot, J. R., Rosado-Solomon, E., & Levin, D. *Friend and foe? The psychological and social network effects of ambivalent relationships*. Presented at the 7th Intra-Organizational Networks (ION) Conference, Lexington, KY, 2014.

SELECT ACADEMIC CONFERENCE PRESENTATIONS cont.

Methot, J. R., Downes, P., Levin, D., & Sharma, P. *Peer ties and voice: The effects of constructive voice on liking and competence perceptions*. Presented in the “Extending the Nomological Network of Voice: Antecedents, Contingencies, and Outcomes of Speaking Up” Showcase symposium (Chairs: M. L. Frazier & R. Frieder) at the Annual Meeting of the Academy of Management, Vancouver, August 2015.

- *Academy of Management Proceedings*, January 2015: 14341

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.

- *Academy of Management Proceedings*, October 2014(1): 14155.

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*. Poster presented at 29th Annual Conference for Industrial and Organizational Psychology, Honolulu, HI. May 2014.

Methot, J. R., Shah, N. P., & Parker, A. *Network responsiveness: A theory of the coevolution of formal and informal organizational networks*. Presented at the 6th Intra-Organizational Networks (ION) Conference, Lexington, KY, 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*. Presented in the “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.

- *Academy of Management Proceedings*, October 2013(1): 10793

Methot, J. R., Lepak, D. Boswell, W. R., & Glomb, T. M. *Organizational citizenship behavior and burnout: The joint role of time and group dynamics*. Presented in the “Linking Seemingly Desirable Organizational Phenomena and Dysfunctional Outcomes across Contexts and Levels of Analysis” symposium (Chair: J. R. Methot), Annual Meeting of the Academy of Management, Boston, August 2012.

Methot, J. R., & Cole, M. S. *Peer Mentoring: A longitudinal analysis of next generation leaders and their developmental networks*. Presented at the 5th Intra-Organizational Networks (ION) Conference, Lexington, KY, 2012.

Methot, J. R., & Cole, M. S. *Peer Mentoring: A longitudinal analysis of next generation leaders and their developmental networks*. Presented at the 32nd Annual International Sunbelt Social Network Conference, Redondo Beach, CA, 2012.

Methot, J. R., & Crawford, E. R. *How can we be lovers if we can't be friends?: On the methodological implications of disagreement in multiplex relationships*. Presented at the 31st Annual International Sunbelt Social Network Conference, St. Pete, FL, 2011.

Methot, J. R. *The effects of friendship social capital on job performance*. Presented in the "Internal and External Relational Social Capital: Work/Nonwork Relations and Organizational Outcomes" symposium (Chair: E. E. Coyne) at the Annual Meeting of the Academy of Management, Montreal, August 2010.

Methot, J. R., LePine, J. A., Podsakoff, N. P., & Siegel, J. L. *Multiplex ties and job performance: Beyond instrumental and friendship networks*. Presented at the 25th Annual Conference for Industrial and Organizational Psychology, Atlanta, GA. April 2010.

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Editorial Board Member	<i>Academy of Management Review</i> (2019-2022) <i>Journal of Applied Psychology</i> (2016-2021) <i>Personnel Psychology</i> (2017-2022)
Guest Editor	Special Issue at <i>Human Resource Management: A Relational Perspective on HRM</i>
Executive Committee Member, OB Division	Program Developer Associate Director (2017-present), <i>Appointed position</i>
Award Committee Member	Early Career Achievement Award, 2020, <i>HR Division</i> Outstanding Practitioner-oriented Publication for 2016, <i>OB Division</i>
Professional Affiliations	Academy of Management (AOM) International Network for Social Network Analysis (INSNA) Positive Relationships at Work Microcommunity (PRW) Society for Industrial and Organizational Psychology (SIOP) RU Network of Network Scholars
Affiliate Faculty Member	Exeter Centre for Social Networks (ECSN)
Select Professional Development Workshops	Intro to Social Network Analysis, AOM (2018-2020), <i>Invited Presenter</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), <i>Facilitator</i> Teaching Social Networks PDW, AOM (2013-2018), <i>Participant</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>
Ad Hoc Reviewer, Select Journals	<i>Academy of Management Journal</i> , <i>Academy of Management Review</i> , <i>Journal of Applied Psychology</i> , <i>Organization Science</i> , <i>Personnel Psychology</i> , <i>Journal of Management</i> , <i>Organization Studies</i> , <i>JOOP</i> , <i>Human Relations</i> , <i>Personal Relationships</i> , <i>Human Resource Management Journal</i>
Co-Founder, HighQConnections.com	Cultivated repository for academic research and news on work relationships

SELECT MEDIA INTERVIEWS & POSTS

- “Why workplace friendships can feel so awkward.” The New York Times, May 28, 2018.
- “What to do when you feel left out at work.” The Cut, NY Magazine, December 3, 2018.
- “Paths to retaining employees who go the extra mile.” Academy of Management Insights, August 8, 2018.
- “HR and the Interconnected Workforce.” RU SHRM Conference Faculty Corner Spotlight, March 22, 2018.
- “Harnessing the potential of workplace friendships.” SHRM, February 1, 2018.
- “Companies taking to social media to help with hiring Millennials.” CBS 2 News. October 16, 2017.
- “Avoiding conflicts with your office ‘frenemy’.” Ignites Asia, Financial Times, May 31, 2017.
- “Awkward interactions with coworker you barely know are a secret key to success.” Quartz, May 16, 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.
- “What do you do about the ‘competent jerk’ at work?” NJ 101.5 Radio Interview, December 2015.
- “Leveraging Social Networks for Organizational Success.” Invited blog for SMLR EPE, March 9, 2015.

CHAired SYMPOSIA AND PDW SESSIONS

- *HR Analytics and Digital Transformation: Implications for Leadership Practice, Research, and Education* (Chairs: I. Inceoglu & J. Methot). PDW, Academy of Management, Boston, MA, 2019.
- *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 21st 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.

INVITED PRESENTATIONS

- “Harnessing Organizational Networks.” RU SHRM Business Conference, Advantage HR, April 2019.
- “The Restorative Yet Distracting Effects of Daily Small Talk at Work.”
 - Temple University, TBD
 - 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, Woodbridge, NJ, June, 2017.
- “Leveraging Organizational Networks for Diverse Workforce.” Munich Reinsurance Diversity and Inclusion Council, Princeton, NJ, June 2017.
- “Managing Personal and Organizational Networks.” HR Law from A to Z. NBI Seminar, Princeton, NJ, December 2016.
- “Networked HRM.” Presentation at the 25th Annual Garden State Council SHRM Conference, Atlantic City, NJ, September 2016.
- “The Space between Good and Bad: The Psychological and Social Network Effects of Ambivalent Relationships.” Presentation at Drexel University, Philadelphia, PA, May 2016.
- “Friend *and* foe? The Psychological and Social Network Effects of Ambivalent Friendships.” Presentation at the 21st 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.
- “Navigating and Leveraging Your Social Networks for Job Growth.” Professional Service Group of Central New Jersey, Somerville, NJ, May 20, 2013.
- “Social Networks: An Overview, Research, and Implications.” State Advisory Council, New Brunswick, NJ, May 10, 2011.

STUDENT COMMITTEES AND ADVISING

Masters and Dissertation Committee Member or Chair

- Jayoung Myung (2020, Rutgers, Management & Global Business Dept., Dissertation Committee Member)
- Emily Rosado-Solomon (2019, Rutgers, Human Resources Department, Dissertation Chair)
- Eugene Son (2017, Rutgers, Human Resources Department, Masters Thesis Committee Member)
- Mee Sook Kim (2013, Rutgers, Human Resources Department, Dissertation Committee Member)

Qualifying Exam Committee Member

- 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

- Lourndy St. Louis (Labor Relations & HRM major); Cole Biri (HRM major)

Undergraduate Human Resource Management Internship Sponsor

- Catherine Cordova, Jennifer Cummins, Margaret Frimpong, Alicia Kelly, Alison Lawler, Janine Rubin, Colleen Schultz, Larissa Semegen, Grace Zhang

DEPARTMENT, SCHOOL, AND UNIVERSITY SERVICE

Department of Human Resource Management

- Search Committee Member: Director for Center for HR and Leadership Development (2019)
- Faculty Coordinator: HR Dept. Advisory Board (2017-present)
- Committee member for NTT faculty promotion – Hadi El Farr (2018); Ralph Rodriguez (2018)
- Member: HRM Undergraduate Program Assessment Committee (2015-2016)
- Member and Co-Chair: HR Faculty Search Committee (2011 – 2013, 2017, 2019)
- Co-Coordinator: Faculty Research Colloquium/Speaker Series (2010-present)

School of Management and Labor Relations

- Faculty Advisory Board Member, Center for Women and Work (CWW) (2018-present)
- Search Committee Member, CWW Executive Director (2018)
- Executive Committee Member (2017-2018)
- Presented “Poll Everywhere as a Learning Tool” in SMLR Teaching Workshop (2016)
- Committee to Improve Teaching Evaluation (2016)
- PhD Program Committee Member (2011-2015)

Rutgers University

- 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, Spring 2016
 - University Strategic Initiative to “move ideas, not people” across Rutgers’ campuses
 - Part of inaugural cohort of faculty teaching using this innovative instructional technology
- Rutgers University New Student Orientation
 - Invited to present to incoming first-year students during two-day summer program
 - “The Nature of Human Resource Management: Past, Present, and Future.”

TEACHING EXPERIENCE

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
- Managing Personal and Organizational Networks, Center for HR and Leadership Development, Executive Education
 - NextGen HR Program
 - Leadership Development
 - Leadership Development for Early Career Women
- 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

- Harnessing Organizational Networks, Executive Leadership course, Executive MBA Program
- RBS Executive Education
 - 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

AWARDS, RECOGNITIONS, AND GRANTS

- 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

BOARD MEMBERSHIP AND BOARD-RELATED ACTIVITIES

- Faculty Director, SMLR HR Dept. Advisory Board (2017-present)
 - 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.
- 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.
- Board Member, Tewksbury Education Foundation (2018-present)
 - 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 8th grade.