Curriculum Vita

THERESA M. GLOMB

University of Minnesota
3-300 Carlson School of Management
321 19th Avenue South Minneapolis, MN 55455

Telephone: (612) 624-4863
Fax: (612) 624-8360
E-mail: tglomb@umn.edu

EDUCATION

1998	Ph. D., University of Illinois at Urbana-Champaign Psychology (Social, Organizational, and Individual Differences Division)
1995	M. A., University of Illinois at Urbana-Champaign Psychology (Social, Organizational, and Individual Differences Division)
1993	B. A., DePaul University, Chicago, Illinois Psychology, Summa cum laude

EXPERIENCE

2011-present	McFarland Professor of Organizational Behavior Department of Work and Organizations Carlson School of Management, University of Minnesota
2011-present	Full Professor
2008-2011	Director of Graduate Studies
2005-2011	Curtis L. Carlson Professor of Human Resources and Industrial Relations
2004-2011	Associate Professor
1998-2004	Assistant Professor
Summer 2001	Visiting Professor Institut d'Administration des Entreprises Université Jean Moulin, Lyon, France
1994-1998	National Science Foundation Graduate Fellow Department of Psychology University of Illinois at Urbana-Champaign

RESEARCH OVERVIEW

My research program studies the role of mood and affect at work from a psychological orientation. Emotionally significant workplace events (i.e., affective events) experienced on the job as well as general work factors have direct and indirect influences on workplace affect, attitudes, behaviors, and performance. One stream of my research has focused largely on specific types of affective events—events associated with *workplace aggression* and *sexual harassment*. Although I continue to explore these specific areas, I have broadened my focus to include the study of *mood and affect at work* and its effects on attitudes, behaviors, and performance. In addition, I am exploring affect displayed on the job in accordance with role expectations or *emotional labor*. Finally, my interests have turned to the study of *well-being of workers*, defined broadly to include psychological, physiological, and familial effects.

PUBLICATIONS AND WORKS IN PROGRESS

Journal Publications:

Kim, E., & Glomb, T. M. (in press) Victimization of High Performers: The Roles of Envy and Work Group Identification. *Journal of Applied Psychology*.

Bhave, D., & Glomb, T. M. (in press). The role of occupational emotional labor requirements on the surface acting-job satisfaction relationship. *Journal of Management*.

Bono, J. E.,* Glomb, T. M.,* Shen, W., Kim, E., & Koch, A. (2013). Building positive resources: Effects of positive events and positive reflection on work-stress and health. *Academy of Management Journal, 56,* 1601-1627.

Kim, E., Bhave, D. P., & Glomb, T. M. (2013). Emotion regulation in workgroups: The roles of demographic diversity and relational work context. *Personnel Psychology*, *66*, 613-644

Leslie, L., Snyder, M. & Glomb, T. M. (2013). Who gives? Employee demographics, workgroup diversity, and charitable giving. *Journal of Applied Psychology, 98,* 49-62.

Bhave, D., Kramer, A., & Glomb, T. M. (2012). Pay satisfaction and work-family conflict across time. *Journal of Organizational Behavior, 34,* 698-713.

Glomb, T. M., Duffy, M. K., Bono, J. E., & Yang, T. (2011). Mindfulness at work. *Research in Personnel and Human Resources Management*, *30*, 115-157.
*Winner, 2012 Outstanding Author Contribution Award for Excellence

Glomb, T. M., Bhave, D., Miner, A., & Wall, M. (2011). Doing good, feeling good: Examining the role of organizational citizenship behaviors in changing mood. *Personnel Psychology, 64*, 191-223.

Kim, E. & Glomb, T. M. (2010). Get smarty pants: Cognitive ability, personality, and victimization. *Journal of Applied Psychology*, *95*, 889-901.

Glomb, T. M. (2010). Predicting workplace aggression: Reciprocal aggression, organizational, and individual antecedents. *International Journal of Organizational Theory and Behavior*, *13*, 249-291.

Bhave, D., Kramer, A., & Glomb, T. M. (2010). Work-family conflict in work groups: Social information processing, support, and demographic dissimilarity. *Journal of Applied Psychology, 95,* 145-158.

Miner, A. G.,* Glomb, T. M.* (2010). State mood, task performance, and behavior at work: A within-persons approach. *Organizational Behavior and Human Decision Processes, 112,* 43-57.
*Authors contributed equally.

Bhave, D.* & Glomb, T. M.* (2009) Emotional labor demands, wages, and gender: A within-person, between-jobs study. *Journal of Occupational and Organizational Psychology, 82,* 683-707.
*Authors contributed equally.

Booth, J. E., Park, K. W., & Glomb, T. M. (2009). Employer-supported volunteering benefits: Gift exchange among employers, employees, and volunteer organizations. *Human Resource Management, 48,* 227-249.

Kammeyer-Mueller, J. D., Wanberg, C. R., Glomb, T. M., & Ahlburg, D. (2005). The role of temporal shifts in turnover processes: It's about time. *Journal of Applied Psychology, 90,* 644-658.

Glomb, T. M. & Welsh, E. T. (2005). Can opposites attract?: Personality heterogeneity in supervisor-subordinate dyads as a predictor of subordinate outcomes. *Journal of Applied Psychology, 90,* 749-757.

Miner, A. G., Glomb, T. M., & Hulin, C. L. (2005). Experience sampling mood and its correlates at work. *Journal of Organizational and Occupational Psycholog*y, 78, 171-193.

Wanberg, C. R., Glomb, T. M., Song, Z., & Sorenson, S. (2005). Job-search persistence during unemployment: A 10-wave longitudinal study. *Journal of Applied Psychology, 90,* 411-430.

Glomb, T. M., Kammeyer-Muller, J. D., & Rotundo, M. (2004). Emotional labor demands and compensating wage differentials. *Journal of Applied Psychology*, *89*, 700-714.

Glomb, T. M. & Tews, M. J. (2004). Emotional labor: A conceptualization and scale development. *Journal of Vocational Behavior, 64,* 1-23.

Glomb, T. M. & Liao, H. (2003). Interpersonal aggression in work groups: Social influence, reciprocal, and individual effects. *Academy of Management Journal, 46,* 486-496.

Glomb, T. M. (2002). Workplace anger and aggression: Informing conceptual models with data from specific encounters. *Journal of Occupational Health Psychology, 7,* 20-36.

Wasti, S. A., Bergman, M. E., Glomb, T. M., & Drasgow, F. (2000). Test of the cross-cultural generalizability of a model of sexual harassment. *Journal of Applied Psychology. 85,* 766-778.

Glomb, T. M., Matt, L. J., Hulin, C. L., Bergman, M. E., & Drasgow, F. (1999). Structural equation models of sexual harassment: Longitudinal explorations and cross sectional generalizations. *Journal of Applied Psychology*, *84*, 14–28.

Glomb, T. M., Richman, W. L., Hulin, C. L., Drasgow, F., Schneider, K. T., & Fitzgerald, L. F. (1997). Ambient sexual harassment: An integrated model of antecedents and consequences. *Organizational Behavior and Human Decision Processes, 71,* 309-328.

Glomb, T. M., & Hulin, C. L. (1997). Anger and gender effects in observed supervisor-subordinate dyadic interactions. *Organizational Behavior and Human Decision Processes, 72,* 281-307.

Book Chapters:

Glomb, T. M., & Cortina, L. (2006). The experience of victims: Using theories of traumatic and chronic stress to understand individual outcomes of workplace abuse. In E. K. Kelloway, J. I. Barling, & J. J. Hurrell, Jr. (Eds.), *Handbook of Workplace Violence*. Thousand Oaks, CA: Sage.

Glomb, T. M., Steel, P. D. G., & Arvey, R. D. (2002). Office sneers, snipes, & stab wounds: Antecedents, consequences and implications of workplace violence and aggression. In R. Lord, R. Klimoski, & R. Kanfer (Eds.), *Emotions in the Workplace,* (pp. 227-259). San Francisco: Jossey-Bass.

Glomb, T. M., & Miner, A. G. (2002). Exploring patterns of aggressive behaviors in organizations: Assessing model-data fit. In J. M. Brett & F. Drasgow (Eds.), *The psychology of work: Theoretically based empirical research*, (pp. 235-252). Mahwah, NJ: Lawrence Erlbaum.

Richman-Hirsch, W. L. & Glomb, T. M. (2002). Are men affected by the sexual harassment of women? Effects of ambient sexual harassment on men. In J. M. Brett & F. Drasgow (Eds.), *The psychology of work: Theoretically based empirical research*, (pp. 121-140). Mahwah, NJ: Lawrence Erlbaum.

Hulin, C. L., & Glomb, T. M. (1999). Contingent employees: Individual and organizational considerations. In D. R. Ilgen & E. D. Pulakos (Eds.), *The changing nature of work performance: Implications for staffing, personnel actions, and development*, (pp. 87-118). San Francisco: Jossey-Bass.

Papers Under Review:

Booth, J. B., Glomb, T. M., & Duffy, M. K. (under review). Emotional appraisals of supervisors social undermining: A subordinate resource conservation study. *Journal of Applied Psychology.*

Dahm, P. C., Glomb, T. M., Manchester, C. F., & Leroy, S. (revision invited). Work-family conflict, self-regulation, and self-discrepant time allocation at work. *Journal of Applied Psychology*.

Papers In Preparation:

Birkland, A., Glomb, T. M., Ones, D. S. (in preparation). A cross cultural comparison of the structure of senior leader wrongdoing. *Target: Academy of Management Journal.*

Dahm, P. C., Kim, Y. S., & Glomb, T. M. (in preparation) Leaning in and leaning out: Developing a work-life trade-offs scale. Target: *Journal of Applied Psychology*.

Dahm, P. C., Kim, Yeonka S., Glomb, T. M., & Harrison, S. (in preparation). Identity seasons: Making sense of work-family trade-offs. Target: *Academy of Management Journal*

Duffy, M. K., Glomb, T. M., Bono, J. E., & Yang, T. (in preparation). A qualitative study of the influence of mindfulness meditation on social relationships at work.

Glomb, T. M., Beal, D. J., Yang, T., & Bhave, D. P. (in preparation). Staying power: Emotional inertia as a moderator of event-affect relationships.

Glomb, T. M., Abraham, J. M., Yang, T., Bhave, D. P., & Kelly, E. (in preparation). The consequences of work and family demands and resources on employees' health and health behaviors.

Sorenson, S. & Glomb, T. M. (being revised for new submission). Examination of the trust process in newcomers: A longitudinal investigation

Yang, T., Bono, J. E., Lee, K., Glomb, T. M., Duffy, M.K., & Yoon, D.J. (in preparation). A meta-analytic examination of affect balance: A key indicator of employee thriving. *Target: Psychological Bulletin.*

Yang, T., & Glomb, T.M. (in preparation). Coping in work-family interface: Workgroup social influence, demographic dissimilarity, and social interaction.

Yang, T., Kammeyer-Mueller, J., & Glomb, T.M. (in preparation). Pay dispersion, pay standing, and employee health.

Published Technical Reports:

Glomb, T. M., Abraham, J. M., Yang, T., Bhave, D. P., & Kelly, E. (2013). *Unhealthy balance? The consequences of work and family demands and resources on employees' health and health behaviors.* Society for Human Resource Management Technical Report.

Booth, J. B., & Glomb, T. M. (2011). *Workplace victimization among healthcare workers in Minnesota*. Center for Urban and Regional Affairs (CURA) Reporter, Fall/Winter 2011, pp 37-47.

Arvey, R. D., Ben-Ner, A. & Glomb, T. M. (2002). Final Technical Report: Creating Healthy Organizations (CDC Grant U60/CCU515645). Submitted to Center for Disease Control and National Institute for Occupational Safety and Health.

Glomb, T. M., & Earles, J. A. (1996). *Air Force Officer Qualifying Test (AFOQT): Forms Q development, preliminary equating, and operational equating* (Technical Paper AL/HR-TP-1996-0036). Armstrong Laboratory, Manpower and Personnel Research Division, Human Resources Directorate, Brooks Air Force Base, San Antonio, Texas.

PROFESSIONAL HONORS

Fellow, Society for Industrial and Organizational Psychology, 2013

Fellow, American Psychological Association, 2013

Carlson School of Management Award for Excellence in Research
University of Minnesota, 2013

Outstanding Author Contribution Award for Excellence
Emerald Literati Network Award for Excellence, 2012

Carlson School of Management Award for Excellence in Service
University of Minnesota, 2006

Carlson School of Management Award for Excellence in Teaching
University of Minnesota, 2003

National Science Foundation Graduate Fellowship Recipient, 1994-1998
University of Illinois at Urbana-Champaign

Finalist, Campus Award for Excellence in Undergraduate Education, 1997
University of Illinois at Urbana-Champaign

Department of Psychology graduate student nominee for the Campus
Award for Excellence in Undergraduate Education, December 1997
University of Illinois at Urbana-Champaign

Selected for campus-wide Incomplete List of Teachers Ranked as Excellent,
University of Illinois at Urbana-Champaign, 1993, 1994, 1996, 1997

Research Associate, Air Force Office of Scientific Research, Human Resources Directorate
Armstrong Laboratory, Brooks Air Force Base, San Antonio, Texas, Summer 1996

REFEREED AND INVITED CONFERENCE PRESENTATIONS

2014 Glomb, T. M., Beal, D. J., Yang, T., & Bhave, D. P. (May 2014). Staying Power: Emotional Inertia as a Moderator of Event-Affect Relationships. In T. Yang & J. E. Bono (Co-Chairs), *Novel and Dynamic Approaches to Research on Affect at Work*. Symposium to presented at the Society for Industrial and Organizational Psychology Conference, Honolulu, HI.

Yang, T., Lee, K., Bono, J. E., Yoon, D. J., Glomb, T. M., & Duffy, M. K. (May 2014). A Meta-Analytic Examination of Affect Balance. In T. Yang & J. E. Bono (Co-Chairs), *Novel and Dynamic Approaches to Research on Affect at Work*. Symposium to be presented at the Society for Industrial and Organizational Psychology Conference, Honolulu, HI.

Glomb, T. M., Abraham, J. M., Yang, T., Bhave, D. P., & Kelly, E. (June 2014). The Consequences of Work and Family Demands and Resources on Employees' Health and Health Behaviors. In *Population Perspectives on Work, Family, and Health*. Symposium to presented at the Work and Family Researchers Network Conference, New York City, NY.

2012 Abraham, J., Glomb, T. M., Yang, T., Bhave, D. & Kelly, E. (August, 2012). Unhealthy Balance?: The Consequences of Work and Family Demands on Employees' Health and Health Care. In K. Schwind Wilson & T. Glomb (Chairs), *New Perspectives on the Study of Work-Life Processes and Health*. Symposium presented at the Academy of Management Meetings, Boston, Massachusetts.

Methot, J., Lepak, D.P., Bowell, W.R., & Glomb, T. M. (August, 2012). Organizational Citizenship Behavior and Burnout: The Joint Role of Time and Group Dynamics. In J. Methot (Chair) *Linking Desirable Phenomena and Dysfunctional Outcomes across Contexts and Levels of Analysis*. Symposium presented at the Academy of Management Meetings, Boston, Massachusetts.

Dahm, P., Manchester, C., & Glomb, T. M. (June, 2012). *The Mediating Role of Self-Discrepancy in Predicting Work-Family Conflict Outcomes: Why Being Untrue to Yourself Doesn't Pay.* Paper presented at the Work and Family Researchers Network Conference.

2011 Leslie, L., Snyder, M. & Glomb, T. M. (August, 2011). Who Gives? Employee Demographics, Workgroup Diversity, and Charitable Giving. In B. Crane & M. Thomas-Hunt (Chairs), *Managing Status Differentials in Demographically Diverse Groups*. Symposium presented at the Academy of Management Meetings, San Antonio, Texas.

Bhave, D., Glomb, T. M., & Yang, T. (August, 2011). An Experience Sampling Study of Emotion Norms and Emotion Regulation. In Z. Song & D. Bhave (Chairs), *Affect at the Beeping Edge*. Symposium presented at the Academy of Management Meetings, San Antonio, Texas.

Kim, E., Yoon, D., & Glomb, T. M. (April, 2011). Display of Positive Emotions and Well-Being: A Social Interaction Mode. In L. Petitta & J. Diefnendorff (Chiars), *Advances in Understanding the Links of Emotions and Context*. Symposium presented at the Society for Industrial Organizational Psychology Conference, San Diego, CA.

2010 Kim, E., Bhave, D. P., & Glomb, T. M. (August, 2010). *Work Group Diversity, Social Context, and Emotional Regulation*. Paper presented at the Academy of Management Meetings, Montreal, Canada.

Bono, J. E., Glomb, T. M.,* Shen, W., Kim, E., & Koch, A. (August, 2010). *Work Events, Mood, and Employee Health: Testing the Effects of a Positive Refocusing Intervention*. Paper presented at the Academy of Management Meetings, Montreal, Canada.

Booth, J. B., & Glomb, T. M. (August, 2010). The Effects of Leadership Relationship Quality and Differentiation on Victims Appraisals. In A. Cheshin & D. Efrat-Treister (Chairs), *Daring to Face Aggression, Caring to Understand It: Aggression in the Workplace*. Symposium presented at the Academy of Management Meetings, Montreal, Canada.

Glomb, T. M., Bono, J. E., Duffy, M. K., & Shen, W. (June, 2010). *Emotions in Every Day Work Life*. Paper presented at the European Conference on Positive Psychology, Copenhagen, Denmark.

Duffy, M. K., Glomb, T. M., Bono, J. E. (June, 2010). *The Mindful Workplace: Mindfulness and Integrative Employee Well Being.* Paper presented at the European Conference on Positive Psychology, Copenhagen, Denmark.

Bono, J. E., Duffy, M. K., & Glomb, T. M. (June, 2010). *Affect Balance at Work: A Key Indicator of Employee Thriving.* Paper presented at the European Conference on Positive Psychology, Copenhagen, Denmark.

Newman, D. A., Spain, S. M., Joseph, D., Fisher, C. D., Miner, A. G., & Glomb, T. M. (April 2010). Intrinsic Dynamic Regulation of Work Satisfaction and Mood. In. P. J. Hanges & A. Fulmer, *New Developments in Modeling Longitudinal and Dynamic Data*. Symposium presented at the Society for Industrial Organizational Psychology Conference, Atlanta, GA.

2009 Kim, E. & Glomb, T. M. (April, 2009). Cognitive Ability, Victimization, and the Moderating Role of Victims' Personality. In S. M. Stewart & M. L. Gruys (Co-Chairs), *New Directions in Counterproductive Work Behavior Research*. Symposium presented at the Society for Industrial Organizational Psychology Conference, New Orleans, LA.

Birkland, A., Connelly, B. S., Ones, D. S. & Glomb, T. M. (April, 2009). Dark Side Traits as Drivers of Senior Leader Misbehavior. In M. N. Deese, M. Wang, and R. R. Sinclair (Co-Chairs), *Destructive Leadership: Measurement, Antecedents, and Outcomes.* Symposium presented at the Society for Industrial Organizational Psychology Conference, New Orleans, LA.

2008 Glomb, T. M. (August, 2008). Emotion Management: Mood-Behavior Relationships. In M. Fugate, (chair), *The Experience, Management, and Implications of Emotions at Work*. Invited Professional Development Workshop presented at the Academy of Management Meetings, Anaheim, CA.

Booth, J. B., Glomb, T. M., & Duffy, M. K., (August, 2008). Emotional Appraisals of Supervisors Social Undermining: A Subordinate Resource Conservation Study. In M. Bardes (Chair), *New Developments in Abusive Supervision.* Symposium presented at the Academy of Management Meetings, Anaheim, CA.

Glomb, T. M. (May, 2008). *New Frontiers in Research on Aggression in Organizations*. In T. M. Glomb (Chair), *New Frontiers in Research on Aggression in Organizations*. Invited symposium at the Association for Psychological Science Meetings, Chicago, IL.

Birkland, A., Glomb, T. M., Ones, D. S. (April, 2008). A cross cultural comparison of the structure of senior leader wrongdoing. In R. F. Piccolo, D. DiazGranados, & M. M. Harrell (Co-chairs), *Leading Destructively: A Theoretical and Empirical Examination of Destructive Leaders.* Symposium presented at the Society for Industrial Organizational Psychology Conference, San Francisco, CA.

Booth, J. B., Glomb, T. M., Duffy, M. K., & Remington, J. (April, 2008). Workplace violence and aggression: Social support, cognitive appraisal, and coping processes. In M. S. Herscovis & T. Reich (Co-chairs), *Bringing the Relationship Into the Experience of Workplace Aggression*. Symposium presented at the Society for Industrial Organizational Psychology Conference, San Francisco, CA.

2007 Bhave, D. & Glomb, T.M. (August, 2007). *Emotional labor and job satisfaction: Operationalization of emotional labor and the moderating role of social support.* Paper presented at the Academy of Management Conference, Philadelphia, PA.

Booth, J. E., Park, K. W., & Glomb, T. M. (May, 2007). *Gift Exchange Between the Employer and Volunteer Organization: Utilizing Employees as Intermediaries in Employer Sponsored Volunteering.* Paper presented at Research Advances in Organizational Behavior, Human Resources Management and Corporate Social Responsibility, Toulouse, France.

2006 Glomb, T. M., Bhave, D., Miner, A., & Wall, M. (August, 2006). What is the Nature of "The Pause That Refreshes"?: Examining the Role of Discretionary Behaviors in Repairing a Negative Mood. In I. Fulmer & C. Barnes (Co-Chairs), *Examinations of Mood and Extra-Role Behavior*. Symposium presented at the meeting of the Academy of Management Meetings, Atlanta, Georgia.

Sorenson, S. & Glomb, T. M. (August, 2006). Examination of the Trust Process in Newcomers: A Longitudinal Investigation. In M. Wilson (Chair), *Developing Roles and Relationships within Organization.* Paper session at the meeting of the Academy of Management Meetings, Atlanta.

Bhave, D., Kramer, A., & Glomb, T. M. (May, 2006). *Work Family Conflict: Work Group Crossover and Work Group Similarity.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

2005 Glomb, T. M. (April, 2005). Predicting Workplace Aggression: Reciprocal Aggression, Organizational and Individual Antecedents. In M. J. Gelfand & G. Shteynberg (Co-Chairs), *The Anatomy of Revenge: Recent Theoretical and Empirical Advances*. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

Bhave, D. Glomb, T. M., Lefter, A. (April, 2005). *Emotional Labor, Gender, and Wages: A Longitudinal Study*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

2004 Glomb, T. M. & Welsh, E. T. (April, 2004). *Can Opposites Attract?: Predicting Subordinate Outcomes Based Upon Personality Heterogeneity*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Glomb, T. M., Sorenson, S., & Davis, E. (April, 2004). *Effects of Service Climate, Attitudes, and Behaviors on the HR-Performance Relationship.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Wanberg, C. R., Song, Z., Glomb, T. M., & Sorenson, S. (April, 2004). Job-Search Persistence: A Time Series Investigation. In J. D. Kammeyer-Mueller (Chair), *Job Search: Tactics, Processes, and Outcomes*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

2003 Glomb, T. M., Kammeyer-Mueller, J. D., Wanberg, C. R., Ahlburg, D., & Chaung, A. (April, 2003). Longitudinal Examination of Multiple Dimensions of Person-Environment Fit. In A. Ryan & L. J. Ramsay (Chairs), *Redefining Personality's Role in Fit Assessments*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
Tews, M. J. & Glomb, T. M. (April, 2003). Emotional Labor and the Five-Factor Model of Personality. In M. A. Vey & T. M. Glomb (Chairs), *Individual Differences' Impact On Emotional Labor Antecedents, Processes, and Outcomes*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

2002 Glomb, T. M., & Liao, H. (August, 2002). Interpersonal Aggression in Work Groups: Social Influence, Reciprocal, and Individual Effects. In P. J. Moberg (Chair), *Workplace Abuse, Aggression, Bullying, and Incivility: Conceptual Integration and Empirical Insights*. Speaker session conducted at the meeting of the Academy of Management, Denver, CO.

Kammeyer-Muller, J. & Glomb, T. M. (August, 2002). Emotional Labor and Compensating Wage Differentials. In *Emotions at Work: Types and Consequence*. Paper session conducted at the meeting of the Academy of Management, Denver, CO.

Miner, A. G., Glomb, T. M., & Liao, H. (August, 2002). Structure of Work Withdrawal and Organizational Citizenship Across Time. In A. G. Miner (Chair), *Modeling Organizational Behavior Over Time: Experience Sampling and Longitudinal Research*. Speaker session conducted at the meeting of the Academy of Management, Denver, CO.

Glomb, T. M., Miner, A. G., & Tews, M. J. (April, 2002). Experience Sampling Emotional Dissonance at Work. In. T. M. Glomb & C. S. Daus (Chairs), *Emotional Labor: Emerging From Murky Waters With Multimethod, Multimeasure Approaches*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Miner, A. G., Glomb, T. M. & Hulin, C. L. (April, 2002). Using Experience Sampled Data to Investigate Relations Among Aggregated Work Mood, Job Satisfaction, and Behaviors. In C. S. Daus (Chair), *Social and Emotional Influences on Job Satisfaction: Complementary Puzzle Pieces*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

2001 Miner, A. G., Glomb, T. M., Hulin, C. L. (April, 2001). *Correlates of Mood at Work: An Experience Sampling Study*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Miner, A. G., Glomb, T. M., Hulin, C. L. (April, 2001). Mood at Work: Experience Sampling Using Palmtop Computers, In H. M. Weiss (Chair), *Experience Sampling Methods in Organizational*

Research. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

2000 Glomb, T. M., & Miner, A. G. (August, 2000). Workplace Anger, Aggression, and Affect: Using Affective Events Theory as an Interpretive Framework. In T. M. Glomb (Chair), *Anger at Work: Conceptual and Methodological Extensions*. Symposium at the Second International Conference on Emotions in Organizational Life, Toronto, Canada.

Miner, A. G., Glomb, T. M., Chan, M., Hulin, C. L. (August, 2000). An Experience Sampling Approach to Exploring the Prevalence and Antecedents of Anger at Work. In T. M. Glomb (Chair), *Anger at Work: Conceptual and Methodological Extensions*. Symposium held at the Second International Conference on Emotions in Organizational Life, Toronto, Canada.

Tews, M. J., & Glomb, T. M. (August, 2000). *Emotional Labor Re-Operationalized: A New Scale Development*. Paper presented at the Second International Conference on Emotions in Organizational Life, Toronto, Canada.

Glomb T. M. (April, 2000). *Workplace Aggression: A Qualitative Analysis of Employee Experiences*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Richman, W. L., & Glomb, T. M. (April, 2000). How Are Men Affected By the Sexual Harassment of Woman? Extending the Model of the Antecedents and Consequences of Ambient Sexual Harassment. In T. M. Glomb (Chair), *How Detrimental is Sexual Harassment?: Broadening the Boundaries of Research*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

1999 Glomb, T. M. (June, 1999). Workplace Aggression: The Effect of Expressed Emotion on Organizational Behavior. In H. M. Weiss (Chair), *Can thinking about emotions change the way we study behavior in organizations?* Invited symposium conducted at the meeting of the American Psychological Society, Denver, CO.

Wasti, S. A., Bergman, M. E., & Glomb, T. M. (May, 1999). Generalizability of an Integrated Sexual Harassment Model: A Cross-Cultural Comparison. In T. M. Glomb (Chair), *Expanding conceptualizations of sexual harassment*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

1998 Glomb, T. M., & Miner, A. G. (August, 1998). *Exploring Patterns of Aggressive Behaviors in Organizations: Assessing Model-Data Fit*. Paper presented at the First International Conference on Emotions in Organizational Life, San Diego, CA.

1997 Glomb T. M., & Richman, W. L. (April, 1997). An Integrated Model of the Antecedents and Consequences of Bystander Sexual Harassment. In L. F. Fitzgerald (Chair*), Innovations in sexual harassment theory and methods: Old questions, new answers*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Saint Louis, MO.

1996 Glomb, T. M. (May, 1996). *The Effect of Supervisor, Subordinate, and Observer Gender on Perceptions of Supervisory Anger*. Paper presented at the meeting of the Midwestern Psychological Association, Chicago, IL.

Additional Conference Activities:

Glomb, T. M. (2013). Work-life Balance (panelist). Organizational Behavior Division Doctoral Consortium at the Annual Meetings of the Academy of Management, Orlando, Florida.

Glomb, T. M. (2012). New Perspectives on the Study of Work-Life Processes and Health (co-chair with K. Schwind Wilson). Symposium presented at the annual Meetings of the Academy of Management, Boston, Massachusetts.

Glomb, T. M. (2012) Early Career Success (panelist). Organizational Behavior Division Doctoral Consortium at the Annual Meetings of the Academy of Management, Boston, Massachusetts.

Glomb, T. M. (2010). New Directions for Studying Individual Differences in Affect (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Glomb, T. M. (2010). Human Resources Junior Faculty Consortium (Co-chair). Annual Meetings of the Academy of Management, Montreal, Canada.

Glomb, T. M. (2009) Early Career Success (panelist). Human Resources Division Doctoral Student Consortium at the Annual Meetings of the Academy of Management, Chicago, IL.

Glomb, T. M. (2008) Early Career Success (panelist). Human Resources Division Doctoral Student Consortium at the Annual Meetings of the Academy of Management, Anaheim, CA.

Glomb, T. M. (2007) Early Career Success (panelist). Human Resources Division Doctoral Student Consortium at the Annual Meetings of the Academy of Management, Philadelphia, PA.

Glomb, T. M. (2006). Service With a Smile, Regardless...:" Emotions and Customer Service Work (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Glomb, T. M. (2005). Toward a Better Understanding of Emotion Regulation at Work (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Glomb, T. M. (2002). Negative Experiences in the Workplace: Discrimination, Harassment, and Aggression (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Glomb, T. M. (1999). The Theory of Reasoned Action: Explorations, Expansions, and Business Applications (invited discussant). Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Invited Presentations:

National University of Singapore, Department of Management and Organization, January 2013

Singapore Management University, Lee Kong Chian School of Business, January 2013

Wharton School, University of Pennsylvania, November 2013

University of Mannheim, Department of Psychology, November 2013

University of St. Gallen, Institute for Leadership and HRM, October 2013

Google, PiLab Research Summit, May 2013

University of Minnesota, Department of Work and Organizations, December 2012

University of Minnesota, Minnesota Population Center, November 2012

Concordia University, John Molson School of Business, October 2012

DePaul University, Psychology Department, April 2012

Work, Family, and Time Workshop Series, University of Minnesota, January 2012

University of Minnesota, Marketing Department, March 2012

Center for the Study of the Individual and Society, University of Minnesota, February 2011

Rutgers University, SMLR Colloquium Series, April 2009

Center for the Study of the Individual and Society, University of Minnesota, March 2009

Center for the Study of the Individual and Society, University of Minnesota, January 2007

University of Florida, Warrington School of Business, December 2006

Minnesota State University, Industrial/Organizational Colloquium Series, November 2005

The Wharton School, University of Pennsylvania, Call Center Forum, May 2004

Michigan State University, Industrial/Organizational Colloquium Series, October 2004

Human Resources Executive Council Roundtable, April 2003

Minnesota Professional Psychologists Applied to Work, February 2002

Human Resources Executive Council Roundtable, April 1999

University of Minnesota, Carlson School of Management, Spring 1998

Central Michigan University, Department of Psychology, Spring 1998

Grand Valley State University, Department of Psychology, Spring 1998

University of Miami, School of Business Administration, Spring 1998

Louisiana State University, Department of Psychology, Winter 1997

Rice University, Department of Psychology, Spring 1998

Kansas State University, Department of Psychology, Winter 1997

RESEARCH FUNDING

2013	Carlson School of Management Dean's Small Research Grant Research grant: Investigation of Work-related Effects of Micro Well-being Interventions
2010	Society for Human Resource Management Foundation Research grant: Unhealthy Balance?: The Consequences of Work and Family Demands and Resources on Employees' Health and Health Care Consumption (co-PIs: J. Abraham, E. Kelly)
2010	Carlson School of Management Dean's Small Research Grant Research grant: Unhealthy Balance?: The Consequences of Work and Family Demands and Resources on Employees' Health and Health Care Consumption (co-PI: J. Abraham)
2009	Carlson School of Management Dean's Small Research Grant Research grant: Creating Minnesota Futures (co-PIs: L. Leslie, C. Manchester)
2007-2009	Institute for Advanced Study University Symposium Grant, University of Minnesota Research grant: Time Heals All: An Experimental Study Aimed at Speeding Up Recovery from Stressful Work Events (co-PI: J. Bono)
2007	Carlson School of Management Dean's Small Research Grant Research grant: A Positive Intervention to Reduce the Health Effects of Stressful Work Events (co-PI: J. Bono)
2006-2008	Center for Urban and Regional Affairs New Initiatives Grant, University of Minnesota Research grant : "Securing Nurse and Patient Safety: Examining the Social Support – Cognitive Appraisal – Coping Processes in Workplace Violence and Aggression" (co-PI: J. Booth & J. Remington)
2002	McKnight-Business and Economic Research Grant, University of Minnesota Research grant: "Repeated Measures Investigation of Job-Search Behavior" (co-PI: C. Wanberg)
2001-2002	The Alfred P. Sloan Foundation Food Industry Center, University of Minnesota Research grant: "Supermarket Workplace Experiences Study: Human Resources Practices, Employee Satisfaction, and Service Climate" (co-PI: E. Davis)
2000-2001	Grant-In-Aid of Research, Artistry and Scholarship, University of Minnesota Research grant: "Exploring Emotional Experiences, Workplace Aggression, and Emotional Labor"
2000	Faculty Summer Research Fellowship, University of Minnesota Research grant: "Examining Workplace Aggression, Emotional Labor, and Affect in a Health Care Setting"

1998-2000	Center for Human Resource Management, University of Illinois Research grant: "What do HR Practices Do? Multi-method Studies of the Effects of Human Resource Practices on Work Events and Job Outcomes" (co-PIs: C. Hulin and A. Miner)
1999	Alternate, Faculty Summer Research Fellowship, University of Minnesota Research grant: "Affective experiences and emotions at work: A test of affective events theory"
1996-1998	Center for Human Resource Management, University of Illinois Research grant: "Anger and Aggression in Organizations: Antecedents, Characteristics, and Consequences" (co-PI: C. Hulin)
1994-1996	Center for Human Resource Management, University of Illinois Research grant: "The Effect of Supervisor, Subordinate, and Observer Gender on Perceptions of Supervisory Anger" (co-PI C. Hulin)

PROFESSIONAL SERVICE

Service Awards

Carlson School of Management Award for Excellence in Service
University of Minnesota, 2006

Editorial Boards

Academy of Management Journal, 2004-2013
Journal of Applied Psychology, 2008-2013
Journal of Management, 2010-present
Organizational Behavior and Human Decision Processes, 2007-2013

Executive Committee

Academy of Management Human Resources Division, 2007-2010

Committees Chaired

Academy of Management Awards Committee Co-chair, Academy of Management Human Resources Division, 2008, 2009
Academy of Management Junior Faculty Consortium Co-Chair, Academy of Management Human Resources Division, 2010
VP of Meetings, Minnesota Professionals for Psychology Applied to Work, 1998-2001

Committee Memberships

Academy of Management Professional Development Workshop Program Committee, Human Resources Division, 2010
SIOP Early Career Award Selection Committee, 2008
Academy of Management Best Paper Committee, Organizational Behavior Division, 2004
Academy of Management Liaison Committee, Human Resources Division, 2004

Selected Ad-hoc Reviewing Activities

Academy of Management Review
Organization Science
Personnel Psychology
Journal of Occupational Health Psychology
Journal of Occupational and Organizational Psychology
Program Committee, Society of Industrial Organizational Psychology Conference
Program Committee, Academy of Management Conference
Program Committee, International Conference on Emotions in Organizational Life

Professional Affiliations

Society for Industrial and Organizational Psychology (Fellow)
Academy of Management
American Psychological Association (Fellow)
Association for Psychological Science

UNIVERSITY OF MINNESOTA SERVICE

University Service

Project Director, Pulse University-wide Employee Survey, 2003-present

Strategic Positioning Task Force (University Culture Committee), 2005-06

Task Force on Work Environment Condition Assessment, 2003

Presidential Distinguished Faculty Mentor, University of Minnesota, 2000-02

Carlson School of Management (CSOM) Service

Carlson School MBA Teaching Excellence Project, Spring 2013

Carlson School Research Advisory Committee, 2012-2013

Carlson School Faculty Consultative Committee (elected), Spring 2006, 2007-2011

Carlson School Tenure and Promotions Reading Committees, 2005, 2006, 2007 (K. Vohs), 2011 (K. Vohs; C. Torelli), 2012 (S. Leroy; C. Torelli)

Carlson School Curriculum Committee, 2001-2004

Center for Human Resources and Labor Studies (formerly the Industrial Relations Center; IRC) and Human Resources and Industrial Relations (HRIR) Departmental Service

HRIR Faculty Search Committees, 2000-01; 2001-02; 2005-06; 2012-2013 (chair)

HRIR Curriculum Committee, 2001-02; 2002-03; 2003-04; 2004-05

HRIR M.A. Admissions Committee, 2004-05; 2005-06; 2007-08; 2008-09; 2009-2010; 2010-2011

HRIR Ph.D. Admissions Committee, 2004-2005; 2007-08

Human Resources Research Institute Organizing Committee, 2011

HRIR Strategic Staffing Committee, 2004

IRC Executive Committee, 2005-06

IRC Strategic Planning Committee, 2000-01; 2002-03

IRC Workshop Committee, 1998-99 (Chair); 1999-00; 2001-02

IRC Alumni Association Institute Planning Committee, 1998-99

TEACHING AND ADVISING

Teaching Awards

Carlson School of Management Award for Excellence in Teaching
University of Minnesota, 2003

Graduate Level Teaching

Flourish: A Positive Organizational Scholarship Approach to Understanding Happiness and Well-being at Work (Doctoral Seminar)
University of Minnesota, Spring 2012

Organization Theory and Behavior Seminar (Doctoral seminar)
University of Minnesota, Fall 1999, Fall 2002, Spring 2005, Fall 2010

Leadership and Personal Development (Master's level)
University of Minnesota, Spring 2013

Motivation and Work Behavior in Contemporary Organizations (Master's level)
University of Minnesota, Spring 1999, Spring 2000, Fall 2001, Fall 2002, Fall 2004, Spring 2008, Fall 2012, Spring 2013

Employee Development: Creating a Competitive Advantage (Master's level)
University of Minnesota, Fall 2002, Spring 2006, Fall 2007, Spring 2008

Organizational Development, Metrics, and the Balanced Scorecard (Master's level)
University of Minnesota, Spring 2006

Staffing, Training, and Development (Master's level)
University of Minnesota, Fall 1998, Winter 1999, Spring 2000-05, Fall 2007, Fall 2008, Fall 2009, Fall 2010, Fall 2012

Undergraduate Level Teaching

Introduction to Industrial/Organizational Psychology
University of Illinois at Urbana-Champaign, 1996-1997

Introduction to Social Psychology
University of Illinois at Urbana-Champaign, 1993-1994

International Teaching

Culture Shock: Managing Employees in a Global Marketplace (Master's level)
University Jean Moulin Lyon 3, Lyon, France, Summer 2001

Executive Education

Talent Management Strategies
University of Minnesota, Spring 2007, Spring 2008

GRADUATE STUDENT COMMITTEES

Doctoral Student Advisees

Tao Yang (In progress, Work and Organizations Department)
Winner, Carlson School of Management Excellence in Teaching Award

Patricia Dahm (In progress, Work and Organizations Department)
Winner, Carlson School of Management Excellence in Teaching Award

Eugene Kim (Human Resources and Industrial Relations Department)
Georgia Tech, Department of Organizational Behavior
Honorable Mention, Ralph Alexander Best Dissertation Award
Winner, University of Minnesota Dissertation Award
Winner, SHRM Foundation/AOM HR Division Dissertation Grant Award
Winner, SIOP Graduate Student Scholarship Award

Jonathan Booth (Human Resources and Industrial Relations Department)
London School of Economics, Department of Management
Winner, Carlson School of Management Excellence in Teaching Award

Devasheesh Bhave (Human Resources and Industrial Relations Department)
Singapore Management University, Department of Human Resources and Organizational Behavior
Winner, SHRM Foundation/AOM HR Division Dissertation Grant Award
Finalist, Juran Dissertation Award

Adib Birkland (Human Resources and Industrial Relations Department)
City University of New York, Department of Economics & Management and Administration

Sarah Sorenson (Human Resources and Industrial Relations Department)
Northern Iowa University, Management Department

Member of Doctoral Committees
KiYoung Lee Department of Work and Organizations)
David Yoon (Department of Work and Organizations)
Erica Waldera Diehn (Department of Work and Organizations)
Amanda Koch (Psychology Department)
Roulian Fang (Human Resources and Industrial Relations Department)
Yingchun Wang (Human Resources and Industrial Relations Department)
Brian Connelly (Psychology Department)
Zhen Zhang (Human Resources and Industrial Relations Department)
Sanghamitra Chaudhuri (Human Resources Development Department)
Robert Smith (Human Resources Development Department)
Hannah Jackson (Psychology Department)
Stephan Dilchert (Psychology Department)
Freyr Halldorsson (Human Resources and Industrial Relations Department)
Elizabeth Welsh (Human Resources and Industrial Relations Department)
Dave Kopfer (Human Resources and Industrial Relations Department)

Hui Liao (Human Resources and Industrial Relations Department)
Janean Kleist (Human Resources and Industrial Relations Department)
Zhaoli Song (Human Resources and Industrial Relations Department)
Heather Mortenson (Psychology Department)
Ann Swanson (Psychology Department)
Michael Cullen (Psychology Department)
Roxanne Laczo (Psychology Department)
Meredith Vey (Psychology Department)
Kathy Tuzinski (Psychology Department)
Monica Tuttle (Human Resources Development Department)

Master's Level
Served on Master's Committees and/or supervised Master's papers of over 70 M.A. students

Undergraduate Level
Senior Honor Thesis Advisor
Grace Bredeson (Carlson School, 2013)
Senior Honor Thesis Reader
Three undergraduate psychology students.