



## Charles A. Pierce, Ph.D.

**Dean & Professor of Management  
School of Business Administration  
Oakland University**

**Dr. Charles A. (Chuck) Pierce** is Dean and Professor of Management, School of Business Administration (SBA), Oakland University. He previously served as Interim Dean and Professor of Management, Fogelman College of Business and Economics, University of Memphis. Prior to his Interim Dean appointment, he served as Associate Dean for Academic Programs and Research, Chair of the Department of Management, and Coordinator of the Management PhD Program at the University of Memphis. He also served as Chair of the Department of Psychology and Coordinator of the Applied Psychology MS Program at Montana State University. Dr. Pierce has 24 years of progressive leadership experience serving in academic administrative positions. He received his B.S. (1990) from Syracuse University and M.A. (1992) and Ph.D. (1995) from the University at Albany-SUNY.

In his role as Dean, Dr. Pierce is responsible for oversight of OU's SBA including (1) management and evaluation of faculty and staff performance, (2) faculty and staff recruitment and hiring, (3) faculty promotion and tenure reviews, (4) governance, (5) strategic planning, (6) administration, (7) budget management, (8) undergraduate and graduate programs, (9) executive education programs, (10) program design, (11) course enrollments, (12) research mission and centers, (13) AACSB accreditation, (14) business community, alumni, and donor relations, and (15) fundraising.

Dr. Pierce's research interests include workplace romance, sexual harassment in organizations, test bias and discrimination in the selection of human capital, and organizational research methods. He has published his research in leading scholarly journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior & Human Decision Processes*, *Journal of Management*, *Human Resource Management*, *Journal of Organizational Behavior*, *Journal of Educational Psychology*, *Educational & Psychological Measurement*, and *Organizational Research Methods*. His research has been funded by the National Science Foundation and received awards including best paper in the *Journal of Organizational Behavior* and two of the Academy of Management's Research Methods Division Robert McDonald Advancement of Organizational Research Methodology awards. Dr. Pierce is an elected Fellow of the Southern Management Association and Society for Industrial and Organizational Psychology.

Dr. Pierce has taught BS, BBA, MS, MBA, Executive MBA, and PhD courses in HR management, staffing organizations, employee training & development, industrial/organizational psychology, personnel psychology, applied statistics/data analysis, testing & measurement, and organizational research methods.

Dr. Pierce served as Chair of the Academy of Management's Research Methods Division and Treasurer of the Southern Management Association. He serves on the editorial board for *Journal of Management*, *Journal of Business and Psychology*, and *Journal of Managerial Psychology*. Dr. Pierce was Guest Co-Editor for a special issue of *Journal of Business and Psychology* (June 2014) and *Journal of Management* (March 2011). He served on the University of Memphis' *Corporate Strategy Council*, which entails strategic planning for developing philanthropic relations with corporate partners. Dr. Pierce also served on the University of Memphis' *SRI Administrative Budget Committee*, *Institutional Effectiveness Council*, *Research Council*, and FCBE's *Research Council*. He currently serves on Oakland University's *OU ADVANCE* committee.



# Charles A. Pierce

October 14, 2022

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## Education

PhD	1995	University at Albany, State University of New York	(Major: Psychology)
MA	1992	University at Albany, State University of New York	(Major: Psychology)
BS	1990	Syracuse University	(Major: Psychology)

## Academic Appointments

### Oakland University (SBA)

Dean	Aug 2022 — present
Professor of Management (w/ tenure)	Aug 2022 — present

### University of Memphis (FCBE)

Interim Dean	July 2021 — July 2022
Associate Dean, Academic Programs & Research	Sept 2017 — Aug 2021
Chair, Department of Management	Sept 2011 — Dec 2018
Great Oaks Foundation Professor	July 2013 — June 2018
Suzanne D. Palmer Research Professor	Sept 2011 — Aug 2014
Suzanne D. Palmer Research Professor	Sept 2007 — Aug 2008
Professor of Management (w/ tenure)	Sept 2008 — July 2022
Coordinator, PhD Program in Management	Sept 2007 — Aug 2011
Associate Professor of Management	Sept 2006 — Aug 2008
Assistant Professor of Management	Sept 2004 — Aug 2006

### Montana State University (CLS)

Chair, Department of Psychology	Jan 2004 — Aug 2004
Associate Professor of Industrial/Organizational Psychology (w/ tenure)	Sept 2001 — Aug 2004
Coordinator, MS Program in Applied Psychology	Sept 1996 — Aug 2003
Assistant Professor of Industrial/Organizational Psychology	Sept 1995 — Aug 2001

### **Dean, SBA, Oakland University (Aug 1, 2022 — present)**

The School of Business Administration (SBA; <http://www.oakland.edu/business>) is fully accredited by AACSB International. As of Fall 2022, SBA has 2,466 students (2,031 undergraduate, 435 masters) and 70 full-time faculty across four academic units: Accounting & Finance, Decision & Information Sciences, Economics, and Management & Marketing.

Responsible for oversight of SBA including including (1) management and evaluation of faculty and staff performance, (2) faculty and staff recruitment and hiring, (3) faculty promotion and tenure reviews, (4) governance, (5) strategic planning, (6) administration, (7) budget management, (8) undergraduate and graduate programs, (9) executive education programs, (10) program design, (11) course enrollments, (12) research mission and centers, (13) AACSB accreditation, (14) business community, alumni, and donor relations, and (15) fundraising.

Examples of my oversight of strategic initiatives and leadership activities:

#### Strategic Planning & Program Development

- planning & development of online undergraduate major degree programs in SBA (Fall 2022)
- planning & development of online specialty master's degree programs in SBA (accounting, business analytics, information technology management) (Fall 2022)
- planning & development of joint MD/MBA program with Oakland University's William Beaumont School of Medicine (Fall 2022)
- planning & development of joint MPH/MBA program with Oakland University's School of Health Sciences (Fall 2022)
- planning & development of joint MSW/MBA program with Oakland University's College of Arts and Sciences (Fall 2022)
- planning & development of *SBA Research Groups* (Fall 2022)
- planning & development of *Executive Education Programs* (Fall 2022)
- planning & development of *Executives-in-Residence* program (Fall 2022)

#### Fundraising

- planning & development of *Corporate Sponsors Program* for SBA Career Services (Fall 2022)
- meeting with donors at Meadow Brook Hall summer concert series event (Aug 2022)

#### Development of Business Community Partnerships

- City of Rochester Hills, Economic Development & Planning office, partnering w/ SBA on entrepreneurship program initiatives (Fall 2022)

#### University Committee Memberships

- *OU ADVANCE* – online education, adult learning, corporate partnerships, global initiatives (Fall 2022-present)

#### Administrative/Professional Development

- attended *Leadership Academy* training, Oakland University, Rochester, MI (Sept 2022)

## **Interim Dean, FCBE, University of Memphis (July 19, 2021 — July 31, 2022)**

The Fogelman College of Business and Economics (FCBE; <http://www.memphis.edu/fcbe>) is fully accredited by AACSB International. As of Fall 2021, FCBE has 3,554 students (2,385 undergraduate, 1,081 masters, 117 graduate certificate, 59 doctoral) and 90 full-time faculty members across six academic units: Crews School of Accountancy and Departments of Business Information & Technology, Economics, Finance/Insurance/Real Estate, Management, and Marketing & Supply Chain Management.

Responsible for oversight of FCBE including (1) management and evaluation of faculty and staff performance, (2) faculty and staff recruitment and hiring, (3) faculty promotion and tenure reviews, (4) governance, (5) strategic planning, (6) administration, (7) budget management, (8) undergraduate and graduate programs, (9) executive education programs, (10) program design, (11) course enrollments, (12) research mission and centers, (13) AACSB and SACSCOC accreditation, (14) business community, alumni, and donor relations, and (15) fundraising.

Examples of my oversight of strategic initiatives and leadership activities:

### Strategic Planning & Program Development

- *FCBE Building Renovation Committee*; proposal submitted to THEC in Sept 2021 for \$30,000,000 building renovation project (\$25,000,000 of state funding); multiple FCBE/UofM team members prepared proposal. THEC recommended proposal for \$25,000,000 funding from State of TN in Nov 2021. Priority ranking 3 out of 10 for proposed state-funded projects. Governor of TN included \$25,000,000 for FCBE building renovation in proposed state budget as of Feb 2022. Seeking additional \$35,000,000 to \$45,000,000 in donor funding for new building annex. (Spring 2022)
- formation of inaugural FCBE *Dean's Student Ambassadors* group, 10 students (Spring 2022)
- expansion of FCBE's *Executive in Residence* program from one to nine members (Spring 2022)
- effective Fall 2022, Dept of Management will offer BBA with a major in Human Resource Management (Spring 2022)
- continuous development and assessment of FCBE's Strategic Objectives and Key Results (Fall 2021-Spring 2022)
- development of an Executive Concentration in PhD in business administration program; tuition premium & revenue generation; concentration proposal to be submitted Fall 2022. (Fall 2021)
- development of *Executive Education Programs* (Fall 2021-Spring 2022)

### Budget Management

- development of FCBE's FY23 SRI Budget and presentation to President and Provost (Spring 2022)
- responsible for college budget of \$41.57M (Spring 2022)

### Fundraising

- UofM capital campaign launches Spring 2022. Total university campaign \$600,000,000. FCBE's goal \$70,000,000. Nearly 35% of \$70,000,000 goal reached pre-campaign. (Spring 2022)
- organization donor – support for *Charles W. Griesbeck Accounting Scholars Award* (\$20,000) (March 25, 2022)
- individual donor – support for *J.W. McMurray Accounting Scholarship* (\$20,000) (March 15, 2022)
- individual donor – support for *Theresa M. Adams Endowed Accounting Scholarship* (\$30,000) (February 24, 2022)
- organization donor – support for *DHL Supply Chain Future Leaders Scholarship* (\$10,000) (February 8, 2022)
- meeting with donors in suite at Memphis vs. UCF basketball game (February 5, 2022)
- individual donor – support for *Janice and Kent Ritchey Endowed Scholarship* (\$39,000) (January 6, 2022)
- total FCBE donor commitments July-Dec 2021 (\$1,635,277)

- individual donor – support for *Lackie Family Endowed Scholarship* (\$15,000) (December 24, 2021)
- individual donor on behalf of *Jewish Foundation of Memphis* – support for FCBE (\$50,000) (December 22, 2021)
- individual donor – support for FCBE (\$50,000) (December 22, 2021)
- individual donor – support for *Archana and Sudhir Agrawal Scholarship* for a First Scholars (first generation) finance student (\$35,000) (December 1, 2021)
- individual donor – support for *Melanie and Mark Compton Endowed Scholarship* (\$35,000) (November 30, 2021)
- individual donor – support for *Willie L. Ross Endowed Scholarship* (\$25,187) (November 29, 2021)
- individual donor - support for FCBE's Avron B. Fogelman Professional Development Center (PDC) (\$18,000) (November 20, 2021)
- meeting with donor in Presidential suite at Memphis vs. Tulane football game (November 27, 2021)
- meeting with donors to discuss start-up funding for FCBE student-managed investment portfolio. Initial commitments \$200,000+; goal \$250,000 by Fall 2022. (October 8, 2021; updated June 1, 2022)
- meeting with donors in skybox suite at Memphis vs. UTSA football game (September 25, 2021)
- organization donor - support for Gold Sponsorship in FCBE's Avron B. Fogelman Professional Development Center (PDC) (\$3,000 annually) (September 21, 2021)
- individual donor - support for scholarships in finance (\$60,000) (September 10, 2021)
- organization donor - support for ImagineU student scholars 12-week entrepreneurship program (\$120,000; \$24,000 annually for 5 years) (August 25, 2021)
- individual donor – support for *Judith Simon Scholars Development Fund* (\$197,579) (August 17, 2021)
- individual donor - support for FCBE's Avron B. Fogelman Professional Development Center (PDC) (\$50,000 annually) (August 16, 2021)
- speaker at Greater Memphis Financial Planning Association (FPA) symposium. Members of Memphis FPA funding the *Andrew M. Wray Memorial Endowment for Faculty Support* for Director of FCBE's Financial Planning program (\$500,000 endowment within 5 years). (August 4, 2021)
- regular meetings with FCBE's Development Officers (July 2021-present)

#### Development of Business Community Partnerships

- Bank of America
- Green Mountain Technology
- Kelman-Lazarov Inc.
- LifeDoc Health
- Strategic Financial Partners

#### AACSB Accreditation

- Chair, FCBE's Continuous Improvement Review (CIR) Task Force. Preparation for peer review team visit in Spring 2026. (July 2021-July 2022)
- oversight of FCBE's Assurance of Learning and Close the Loop processes (July 2021-July 2022)
- Continuous Improvement Review (CIR) peer review team visit in Feb 2021. Full renewal of business and accounting accreditation until Spring 2026. (May 2021)

#### Enrollment Management

	<u>BBA</u>	<u>MBA</u>	<u>MA/MS</u>	<u>Graduate Certificate</u>	<u>PhD</u>	<u>TOTAL</u>
Fall 2017	2,341	379	197	62	59	2,987
Fall 2018	2,537	382	198	66	56	3,196
Fall 2019	2,497	383	235	82	60	3,202
Fall 2020	2,489	630	303	79	62	3,511
Fall 2021	2,385	638	443	117	59	3,554

#### Program Rankings

- *U.S. News and World Report's* BBA program rankings: Online BBA (2022 #30, 2021 #27)
- *U.S. News and World Report's* MBA program rankings: Online MBA (2022 #42, 2021 #45, 2020 #62, 2019 #70, 2018 #89, 2017 #95); Part-time MBA (2023 #139, 2022 #127, 2021 #146, 2020 #109, 2019 #163, 2018 #182)

#### Human Capital Management

- oversight of Search for Director of Crews School of Accountancy (Fall 2021-Spring 2022)
- Member, Search Committee, University Ombudsperson (Fall 2021)
- conduct annual performance evaluations for faculty and staff (Fall 2021-Spring 2022)
- provide recommendations for faculty appointments, promotion, tenure, and retention (Fall 2021-Spring 2022)
- supervise Director, Crews Center for Entrepreneurship (July 2021-July 2022)
- supervise Associate Dean for Faculty and Administration (July 2021-July 2022)
- supervise Associate Dean for Academic Programs and Research (July 2021-July 2022)
- supervise six Department Chairs: Crews School of Accountancy (Director), Business Information & Technology, Economics, Finance, Insurance, & Real Estate, Management, Marketing & Supply Chain Management (July 2021-July 2022)
- supervise FCBE's Business Officer (July 2021-July 2022)
- supervise FCBE's Marketing & Communications Coordinator (July 2021-July 2022)
- supervise FCBE Dean's Administrative Associate (July 2021-July 2022)

#### University Committee Memberships

- University of Memphis SRI Administrative Budget Committee (March 2022)
- University of Memphis Institutional Effectiveness Council (July 2021-July 2022)
- Advisory Committee, Strategic Enrollment Management, Graduate School (Spring 2021-July 2022)
- University of Memphis Research Council (Fall 2018-July 2022)
- University of Memphis Corporate Strategy Council (Spring 2018-July 2022)

#### Administrative/Executive Professional Development

- attended *Leadership Academy* training, University of Memphis, Memphis, TN (Oct 2021)

### **Associate Dean, Academic Programs & Research, FCBE, University of Memphis (2017 — 2021)**

The Fogelman College of Business and Economics (FCBE; <http://www.memphis.edu/fcbe>) is fully accredited by AACSB International. As of Fall 2020, FCBE has 3,511 students (2,489 undergraduate, 933 masters, 79 graduate certificate, 62 doctoral) and 90 full-time faculty members across six units: Crews School of Accountancy and Departments of Business Information & Technology, Economics, Finance/Insurance/Real Estate, Management, and Marketing & Supply Chain Management.

Responsible for administering and improving the performance of College curricula and instruction, as prioritized by the Dean, and promoting the College's research mission. Specific responsibilities include: (1) oversight and coordination of instructional staff, course offerings, and course scheduling for bachelor's, master's, and doctoral degree programs as well as graduate certificate programs; (2) graduate assistantship budget oversight; (3) management of College curricula and instruction to meet AACSB requirements and goals; (4) student recruiting; (5) College Internship program oversight; (6) student advising and grade appeals; (7) College representative for University Undergraduate Programs, Graduate Council, and University articulation agreements; and (8) promotion and advancement of the College's research culture.

Oversight of the following academic programs and research groups:

- BBA in Accounting, Business Information & Technology, Economics, Finance, Management, Marketing
- MA in Economics
- MBA (online, professional, executive; includes dual JD/MBA, PharmD/MBA w/ UT Health Science Center, & MHA/MBA)
- MS in Accounting
- MS in Information Systems
- MSBA in Finance
- PhD in Accounting, Business Information & Technology, Economics, Finance, Management, Marketing
- Executive Education
- Graduate Certificates: Applied Economic Analytics; Business Economics; Business Information Assurance; Business Project Management; Data Analytics for Management; Data Analytics for Technology; Financial Analysis & Planning; General Business; Supply Chain Management; Taxation
- Research Groups: Applied Economics & Policy Analysis; Auditing & Governance; Business Analytics; Business Sustainability Performance, Reporting, & Assurance; Business Taxation; Customer NeuroInsights Lab; Enterprise Sustainability; Entrepreneurship & Family Business; Financial Accounting & Reporting; Financial Infrastructure Stability & Cybersecurity; Financial Market Microstructure; Healthcare Innovations; Security Markets; Supply Chain Management; Systems Testing Excellence Program; TechEcon & Economic Analytics; Workplace Diversity & Inclusion (Shakita Conklin, FCBE Pre-Award Coordinator)

Examples of my oversight of strategic initiatives and leadership activities:

#### Strategic Planning

- FCBE Building Renovation Committee (Summer 2021-present)
- assist Dean with development of FCBE's Strategic Objectives and Key Results (Spring 2020-Fall 2021)
- assist Interim Dean with development of FCBE's Tactical Action Plan to meet university's new Strategic Plan (Spring 2018)

#### Budget Management

- shift full-time MBA GA funds to PhD GA funds to align with university's Carnegie Classification R1 mission (Spring & Summer 2020)
- assist Dean and business officer with development of college's FY21 and FY22 SRI Budget and presentation to President and Provost (Spring 2020, Spring 2021)
- assist Interim Dean and business officer with development of college's FY19 and FY20 SRI Budget and presentation to President and Provost (Spring 2018, Spring 2019)

- manage college's graduate programs assistantship budget of approximately \$2.29 million

#### Fundraising & Research

- assist with social media dissemination of UofM crowdfunding campaign for student stipends; ImagineU Summer Entrepreneurship Accelerator; FCBE, Crews Center for Entrepreneurship (Spring 2021)
- Member, *FCBE Research Council*; oversee college's Carnegie Classification R1 task force (Spring 2019-July 2022)
- Member, *University of Memphis Research Council* (Fall 2018-July 2022)
- assist Interim Dean with development and launch of FCBE's *Center for Workplace Diversity and Inclusion* (CWDI) (Fall 2018)
- Member, University of Memphis' *Corporate Strategy Council*; strategic planning for developing philanthropic relations with UofM's corporate partners (Spring 2018-present). Website: <https://www.memphis.edu/development/about/corporate-rel.php>
- FCBE's Externally-Funded Research: FY 2021 (\$493,752; 8 awards), FY 2020 (\$592,892; 9 awards), FY 2019 (\$310,201; 7 awards), FY 2018 (\$1,176,335; 13 awards), FY 2017 (\$260,462; 8 awards), FY 2016 (\$403,812; 4 awards)

#### AACSB Accreditation

- Member, FCBE's Continuous Improvement Review (CIR) Task Force. Preparation for peer review team visit Feb 2021 (Fall 2019-Spring 2021)
- assist Interim Dean and other Associate Dean with FCBE's Continuous Improvement Review (CIR) business and accounting applications (May-Sept 2018)
- oversight of FCBE's Assurance of Learning and Close the Loop processes (Fall 2017-July 2022)

#### Enrollment Management

	<u>BBA</u>	<u>MBA</u>	<u>MA/MS</u>	<u>Graduate Certificate</u>	<u>PhD</u>	<u>TOTAL</u>
Fall 2017	2,341	379	197	62	59	2,987
Fall 2018	2,537	382	198	66	56	3,196
Fall 2019	2,497	383	235	82	60	3,202
Fall 2020	2,489	630	303	79	62	3,511

#### Undergraduate Programs

- oversee college's survey data submission for *U.S. News and World Report's* BBA program rankings: Online BBA (2021 #27)
- college and university approved (a) new course MGMT 4411 – Managing a Diverse Workforce; and (b) MGMT 4411 – Managing a Diverse Workforce as an elective in HR management concentration of management major (Fall 2020)
- college and university approved adding an Entrepreneurship Concentration to the Management major in Dept of Management (Fall 2020)
- college and university approved revision to BBA core curriculum to include required courses in supply chain management and sustainability (Fall 2020)
- college and university approved revision to BBA marketing major curriculum: (a) change from seven required courses and one elective to three required courses and five guided emphasis electives; (b) seven new courses in marketing and supply chain management; and (c) four marketing course title updates. (Fall 2020)
- exploring development of a Human Resource Management major in Dept of Management (Fall 2020)
- college and university approved MATH 1710 Algebra as required math course for business majors (MATH 1830/1910/1421 Calculus also satisfies requirement) (Fall 2019)
- college and university approved alignment of FCBE's graduation GPA requirements with university's graduation GPA requirement (Fall 2019)
- college and university approved accelerated BBA to MS program in business information & technology (Fall 2019)

- developed *UMTriangle* concept as an efficiency model for off-campus FCBE course offerings at Collierville, Lambuth, and Millington; use of DL technology that enables one instructor to deliver a section of an onground course to three locations simultaneously (Fall 2017; implemented 2018)

#### Graduate Programs

- oversee college's survey data submission for *U.S. News and World Report's* MBA program rankings: Online MBA (2021 #45, 2020 #62, 2019 #70, 2018 #89, 2017 #95); Part-time MBA (2022 #127, 2021 #146, 2020 #109, 2019 #163, 2018 #182)
- oversee college's survey data submission for *Princeton Review's* MBA program rankings: Online MBA (2021 #47)
- exploring development of an Executive Concentration in PhD in business administration program (Spring 2021)
- college and university approved dual MHA/MBA program partnering with School of Public Health (Spring 2021)
- college and university approved Graduate Certificate program in General Business (Spring 2021)
- college and university approved field practicum for MBA students: BA 7950 - Business Practicum: Consulting in Organizations (Spring 2021)
- development and launch of online MS program in Accounting via UofM Global (Summer 2020)
- MBA Program review & curricular innovations (Spring 2018-Fall 2019); college and university approved proposed MBA curriculum change including courses in business analytics, personnel economics, and leadership and negotiation (Fall 2019)
- college and university approved MBA Program concentrations in applied economic analytics, business economics, business information assurance, business project management, data analytics for management, data analytics for technology, supply chain management, taxation, and engineering management (Fall 2019)
- college and university approved Graduate Certificate programs in applied economic analytics, business economics, financial analysis & planning, supply chain management, and taxation (Fall 2019)
- college and university approved PhD seminars in applied microeconometrics and time series econometrics (Fall 2019)
- college and university approved International MBA course in international affairs (Fall 2019)
- university and THEC approved MS in Engineering Management program in Herff College of Engineering; students in program will take MBA courses in FCBE (Fall 2019)
- development of MBA Program concentration in Engineering Management partnering with Herff College of Engineering (college and university approved Fall 2019)
- development of MBA Program concentration in Healthcare Management partnering with School of Public Health (college and university approved Fall 2018)

#### Executive Education Programs

- oversee development and implementation of *Emerging Business Leaders* series. Goal is to provide training for soon-to-be, new-to-role, and early-in career team leaders, project leads, project managers, and program managers across functional business areas (including but not limited to operations, R&D, engineering, finance, marketing, and HR management) (Summer 2021 development; Fall 2021 start delivery)

#### Human Capital Management

- Member, Selection Committee, FCBE George Johnson Research & Teaching Fellowships (Spring 2021)
- Member, Search Committee, FCBE Learning Experience Coordinator position (Spring 2021)
- Member, Search Committee, FCBE BIT Dept Chair position (Spring 2021)
- Member, Search Committee, FCBE's *Professional Development Center*, Internship and Programming Coordinator position (Fall 2020)
- Member, Search Committee, FCBE Administrative Associate position (Depts of Business Information & Technology/Marketing & Supply Chain Management) (Fall 2020)

- Member, Search Committee, Graduate School Associate Dean position (Spring 2020)
- Chair, Search Committee, three FCBE post-doctoral research fellow positions (two in BIT/MIS, one in ECON); coordinate hire of two post-doctoral research fellows (ECON/data science/FIT) (Fall 2019)
- Chair, Search Committee, FCBE's Associate Dean for Faculty & Administration position (Fall 2019); assist w/ duties of vacant Associate Dean for Faculty & Administration position (Summer & Fall 2019)
- Chair, Search Committee, FCBE Supervisor of Facilities Services position (Fall 2019)
- Chair, Search Committee, FCBE Pre-Award Coordinator position (Summer 2019; Shakita Conklin hired effective Oct 2019 to help increase FCBE's research grants and contracts activity)
- Member, Search Committee, Dean of Fogelman College of Business and Economics; coordinated by Parker Executive Search (June-Dec 2018; Dr. Damon Fleming hired effective July 1, 2019)

#### Student Advising, Professional Development, & Internships

- college-wide faculty compliance with using SSC Campus and Navigate software to increase student retention (Spring 2018-present)
- improved accessibility and delivery of FCBE Undergraduate Advising (Fall 2017)
- streamlined application process for FCBE Internship Program (Fall 2017)
- oversee FCBE's *Undergraduate Student Services Office* (Fall 2017-Summer 2021)
- oversee FCBE's *Graduate Programs Office* (Fall 2017-Summer 2021)
- oversee FCBE's *Professional Development Center* (Fall 2017-Summer 2021)

#### External Program Reviewer

- Florida Atlantic University, College of Business, MBA program review (Spring 2021)

#### University Committee Memberships

- Advisory Committee, Strategic Enrollment Management, Graduate School (Spring 2021)
- T&P Promotions Task Force – aligning tenure and promotion guidelines with Carnegie R1 institutions at the university, college, school, and department levels (Spring 2021)
- Closing Gaps in Retention and Completion of Students from Historically Underrepresented, First-Generation and Low-Income Populations (Fall 2020)
- University of Memphis Research Council (Fall 2018-present)
- University of Memphis Corporate Strategy Council (Spring 2018-present)
- University Council for Graduate Studies (Fall 2017-Summer 2021)
- University Undergraduate Curriculum (Fall 2017-Summer 2021)

#### Administrative/Executive Professional Development

- attended *Continuous Improvement Review* seminar, AACSB Deans Conference, Las Vegas, NV (Feb 2018)
- attended *Leadership Academy* training, University of Memphis, Memphis, TN (Oct 2017)

## **Chair, Department of Management, FCBE, University of Memphis (2011 — 2018)**

Department has 13 tenured/tenure-track faculty, 5 full-time instructors, 17 part-time adjunct faculty, approximately 625 undergraduate management and international business majors, and 8 doctoral students. We specialize in HR management, organizational behavior, leadership, strategic management, international business, entrepreneurship and innovation, and business communication. Responsible for overseeing all leadership, strategic planning, fundraising, curriculum, faculty/staff, and budgetary issues in the department while teaching and maintaining a productive research program. Examples of my responsibilities, accomplishments, and experience:

### Strategic Planning & AACSB Accreditation

- guide department in AACSB accreditation efforts; Member, AACSB FCBE Assessment of Learning Oversight Committee
- chaired department's strategic planning committee that developed a strategic plan for 2013-2018 (Spring 2013)
- member of FCBE's strategic planning committee for Vision 2020 (Fall 2013)
- chaired department's strategic planning committee that developed a strategic plan for 2015-2020 (Fall 2014)

### Fundraising

- lead department fundraising efforts and assist with FCBE fundraising efforts (e.g., alumni donations; Co-hosted Dean's elite donors in Provost's skybox suite at Memphis vs. Duke football game, Fall 2013)
- presenter at FCBE's inaugural *Investors in Excellence* elite donors' induction ceremony (Fall 2013)
- participant at FCBE's inaugural *Hall of Fame* distinguished donors' induction ceremony (Fall 2013)
- develop and enhance relations with undergraduate and graduate alumni
- fundraising from MGMT PhD student alumni: 65% increase in foundation account balance from 2012 to 2015

### Budget Management

- manage department's annual operating budget of approximately \$485,000; includes managing revenue collected from online course tuition premium

### Human Capital Management

- conduct annual performance evaluations for faculty and staff
- provide recommendations for faculty appointments, promotion, tenure, and retention
- provide mentoring for junior faculty
- chaired search committees that hired Han Jiang (PhD, Arizona St) and Alex Rubenstein (PhD, Florida) for assistant professor of management positions (Fall 2013)
- chaired search committee that hired Kristl Davison (PhD, Tulane) for instructor of management position (Summer 2015)
- chaired search committees that hired Michael Nalick (PhD, Texas A&M) and Kristen Jones (PhD, George Mason) for assistant professor of management positions (Fall 2015)
- chaired search committees that hired Alex Lindsey (PhD, George Mason) and Jayoung Kim (PhD, SUNY-Binghamton) for instructor of management positions (Spring 2018)
- chaired search committees that hired Alex Lindsey (PhD, George Mason), Jessica Kirk (PhD, CU-Boulder), Caitlin Porter (PhD, Purdue), and Enrica Ruggs (PhD, Rice) for assistant professor of management positions (Fall 2018)

### Degree Programs & Enrollment Management

- develop class schedules and teaching assignments; oversee onground & online BBA program in management, PhD program in management, and onground as well as online MGMT courses in various MBA programs
- oversee coordination of the undergraduate International Business Major
- substitute for FCBE Dean in President's Platform Party at Summer 2014 commencement in FedEx Forum

- faculty advisor for International Business Student Organization (IBSO) (Fall 2014-Summer 2018)
- assisted with the development of an undergraduate HR Management Concentration in the Dept of Management (effective Fall 2015); approved for alignment with SHRM's *HR Curriculum Guidebook and Templates* (July 2016)
- Management (MGMT) majors headcount: grew from 443 in Fall 2011 to 514 in Fall 2018 (16% increase)
- International Business (IB) majors headcount: ranged from 126 to 162
- MBA Programs Review Committee (Spring 2017)

#### Entrepreneurship & Innovation

- developed course sequence for university-wide Entrepreneurship Minor coordinated by Dept of Management (Fall 2013)
- oversee MGMT faculty and student liaisons with the Crews Center for Entrepreneurship
- partners with University College's Organizational Leadership Program and Vice Provost for Academic Innovation in the development of competency-based and dual enrollment online MGMT courses (Spring 2014-present)
- partners with Vice Provost for Academic Innovation in the UofM Global pilot program. Dept of Management is one of four academic units on campus asked to be part of pilot. Entails offering enhanced success services for fully online undergraduate students. (Fall 2016-Spring 2018)

#### Business Community Liaisons & Memphis Institute for Leadership Education (MILE) Program

- develop and enhance relations with department advisory board members
- MILE Program: oversee Director (Dr. Bob Taylor) and Research Director; donations range from \$30,000 to \$55,000 annually; additional \$100,000 donor pledge; over 100 business community mentor-undergraduate student protégé pairings

Please visit <http://www.memphis.edu/management> to learn about our department and its faculty, doctoral students, degree and non-degree programs, research programs, research colloquia series, advisory board members, and Mid-south Management Research Consortium (MMRC).

### **Founder & Coordinator, Mid-south Management Research Consortium (MMRC) (2011 — 2022)**

In Summer 2011, I developed and served as Coordinator of the Mid-south Management Research Consortium (MMRC). MMRC consists of management scholars from premier universities in the mid-south and nearby regions of the U.S. including Alabama, Arkansas, Auburn, Florida State, Georgia, Georgia State, Kentucky, LSU, Memphis, Mississippi State, Ole Miss, Tennessee, Texas Tech, Texas State, Vanderbilt, West Virginia, and UNC-Charlotte. The goal of MMRC is to strengthen and broaden faculty and doctoral students' research programs as well as foster research collaborations. Members meet annually to discuss their preliminary research ideas, study designs, theory development, working research papers, dissertation projects, data-analytic strategies, organizational research methods, and potential collaborative research projects. Please visit the MMRC link at <http://www.memphis.edu/management>.

### **Research Interests**

#### Human Resource Management & Organizational Behavior

- Formation, impact, & management of workplace romances
- Link between workplace romance & sexual harassment in organizations
- Managerial ethics & ethical decision making in organizations
- Employee staffing decision making
- Test bias & discrimination in human capital selection

#### Organizational Research Methods

- Meta-analysis
- Moderated multiple regression (MMR); tests for moderation & mediation
- Statistics used in employment discrimination litigation
- Monte Carlo simulations
- Computational modeling
- Content analysis
- Policy capturing
- Virtual reality technology

**Publications -- Journal Articles (Google Scholar 8,597 citations, h-index 40, i10-index 46)**

47. Swab, R. G., Javadian, G., Gupta, V. K., & Pierce, C. A. (in press). Stereotype threat theory in organizational research: Constructive analysis and future research agenda. Group and Organization Management.
46. Baker, A. N., King, D. R., Nalick, M., Tempio, M., Gupta, V. K., & Pierce, C. A. (2021). Managers' sexually-oriented behavior and firm performance: Linking media reports to stock market reactions and legal risk. Journal of Strategy and Management, 14, 562-581.
45. Knapp, D. E., Hogue, M., & Pierce, C. A. (2019). A gateway theory-based model of the escalation of severity of sexually harassing behavior in organizations. Journal of Managerial Issues, 31, 198-215.
44. Aguinis, H., Culpepper, S. A., & Pierce, C. A. (2016). Differential prediction generalization in college admissions testing. Journal of Educational Psychology, 108, 1045-1059.
43. Bosco, F. A., Aguinis, H., Field, J. G., Pierce, C. A., & Dalton, D. R. (2016). HARKing's threat to organizational research: Evidence from primary and meta-analytic sources. Personnel Psychology, 69, 709-750.
42. Bosco, F. A., Aguinis, H., Singh, K., Field, J. G., & Pierce, C. A. (2015). Correlational effect size benchmarks. Journal of Applied Psychology, 100, 431-449.
41. Keim, A. C., Landis, R. S., Pierce, C. A., & Earnest, D. R. (2014). Why do employees worry about their jobs? A meta-analytic review of predictors of job insecurity. Journal of Occupational Health Psychology, 19, 269-290.
40. Landis, R. S., James, L. R., Lance, C. E., Pierce, C. A., & Rogelberg, S. G. (2014). When is nothing something? Editorial for the null results special issue of Journal of Business and Psychology. Journal of Business and Psychology, 29, 163-167 (Special Issue Editorial Introduction).
39. Hancock, J. I., Allen, D. G., Bosco, F. A., McDaniel, K. R., & Pierce, C. A. (2013). Meta-analytic review of employee turnover as a predictor of firm performance. Journal of Management, 39, 573-603.
38. Dalton, D. R., Aguinis, H., Dalton, C. M., Bosco, F. A., & Pierce, C. A. (2012). Revisiting the file drawer problem in meta-analysis: An assessment of published and non-published correlation matrices. Personnel Psychology, 65, 221-249.
37. Pierce, C. A., Karl, K. A., & Brey, E. T. (2012). Role of workplace romance policies and procedures on job pursuit intentions. Journal of Managerial Psychology, 27, 237-263.
36. Salvaggio, A. N., Streich, M., Hopper, J. E., & Pierce, C. A. (2011). Why do fools fall in love (at work)? Factors associated with the incidence of workplace romance. Journal of Applied Social Psychology, 41, 906-937.
35. Aguinis, H., Pierce, C. A., Bosco, F. A., Dalton, D. R., & Dalton, C. M. (2011). Debunking myths and urban legends about meta-analysis. Organizational Research Methods, 14, 306-331.
  - Reprinted in G. J. Boyle, J. G. O'Gorman, & G. J. Fogarty (Eds.), SAGE Benchmarks in Psychology: Work and Organizational Psychology (Volume 1, Chapter 6). London: Sage.

34. Aguinis, H., Boyd, B. K., Pierce, C. A., & Short, J. C. (2011). Walking new avenues in management research methods and theories: Bridging micro and macro domains. Journal of Management, 37, 395-403 (Special Issue Editorial Introduction).
33. Aguinis, H., Dalton, D. R., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (2011). Meta-analytic choices and judgment calls: Implications for theory development and testing, obtained effect sizes, and scholarly impact. Journal of Management, 37, 5-38.
32. Aguinis, H., Culpepper, S. A., & Pierce, C. A. (2010). Revival of test bias research in preemployment testing. Journal of Applied Psychology, 95, 648-680.
  - One of five finalists for the Academy of Management's 2011 HR Division Scholarly Achievement Award recognizing the most significant article in HR management published in journals and research annuals in 2010.
31. Aguinis, H., Pierce, C. A., & Culpepper, S. A. (2009). Scale coarseness as a methodological artifact: Correcting correlation coefficients attenuated from using coarse scales. Organizational Research Methods, 12, 623-652.
30. Pierce, C. A., & Aguinis, H. (2009). Moving beyond a legal-centric approach to managing workplace romances: Organizationally sensible recommendations for HR leaders. Human Resource Management, 48, 447-464.
29. Aguinis, H., Pierce C. A., Bosco, F. A., & Muslin, I. S. (2009). First decade of Organizational Research Methods: Trends in design, measurement, and data-analysis topics. Organizational Research Methods, 12, 69-112.
  - Winner of the Academy of Management's 2015 RM Division Robert McDonald Advancement of Organizational Research Methodology Award recognizing the best paper on methodology published in any journal or book from January 2009 to December 2014.
28. Pierce, C. A., Muslin, I. S., Dudley, C. M., & Aguinis, H. (2008). From charm to harm: A content-analytic review of sexual harassment court cases involving workplace romance. Management Research, 6, 27-45.
27. Aguinis, H., & Pierce, C. A. (2008). Enhancing the relevance of organizational behavior by embracing performance management research. Journal of Organizational Behavior, 29, 139-145.
26. Aguinis, H., Sturman, M. C., & Pierce, C. A. (2008). Comparison of three meta-analytic procedures for estimating moderating effects of categorical variables. Organizational Research Methods, 11, 9-34.
25. Aguinis, H., & Pierce, C. A. (2006). Computation of effect size for moderating effects of categorical variables in multiple regression. Applied Psychological Measurement, 30, 440-442.
24. Aguinis, H., Beaty, J. C., Boik, R. J., & Pierce, C. A. (2005). Effect size and power in assessing moderating effects of categorical variables using multiple regression: A 30-year review. Journal of Applied Psychology, 90, 94-107.
  - Reprinted in N. Malhotra (Ed.) (2007). Fundamentals of Marketing Research (Vol 4). Thousand Oaks, CA: Sage.
  - Winner of the Academy of Management's 2009 RM Division Robert McDonald Advancement of Organizational Research Methodology Award recognizing the best paper on methodology published in any journal or book from January 2003 to December 2007.

23. Pierce, C. A., & Aguinis, H. (2005). Legal standards, ethical standards, and responses to social-sexual conduct at work. Journal of Organizational Behavior, 26, 727-732.
22. Pierce, C. A., Block, R. A., & Aguinis, H. (2004). Cautionary note on reporting eta-squared values from multifactor ANOVA designs. Educational and Psychological Measurement, 64, 916-924.
21. Pierce, C. A., Broberg, B. J., McClure, J. R., & Aguinis, H. (2004). Responding to sexual harassment complaints: Effects of a dissolved workplace romance on decision-making standards. Organizational Behavior and Human Decision Processes, 95, 66-82.
20. Pierce, C. A., & Aguinis, H. (2003). Romantic relationships in organizations: A test of a model of formation and impact factors. Management Research, 1, 161-169.
19. Hobfoll, S. E., Jackson, A., Hobfoll, I., Pierce, C. A., & Young, S. (2002). The impact of communal-mastery versus self-mastery on emotional outcomes during stressful conditions: A prospective study of Native American women. American Journal of Community Psychology, 30, 853-871.
18. Hobfoll, S. E., Bansal, A., Schurg, R., Young, S., Pierce, C. A., Hobfoll, I., & Johnson, R. (2002). The impact of perceived child physical and sexual abuse history on Native American women's psychological well-being and AIDS risk. Journal of Consulting and Clinical Psychology, 70, 252-257.
17. Aguinis, H., Boik, R. J., & Pierce, C. A. (2001). A generalized solution for approximating the power to detect effects of categorical moderator variables using multiple regression. Organizational Research Methods, 4, 291-323.
16. Pierce, C. A., & Aguinis, H. (2001). A framework for investigating the link between workplace romance and sexual harassment. Group and Organization Management, 26, 206-229.
15. Pierce, C. A., Aguinis, H., & Adams, S. K. R. (2000). Effects of a dissolved workplace romance and rater characteristics on responses to a sexual harassment accusation. Academy of Management Journal, 43, 869-880.
14. Aguinis, H., Petersen, S. A., & Pierce, C. A. (1999). Appraisal of the homogeneity of error variance assumption and alternatives to multiple regression for estimating moderating effects of categorical variables. Organizational Research Methods, 2, 315-339.
13. Aguinis, H., & Pierce, C. A. (1998). Heterogeneity of error variance and the assessment of moderating effects of categorical variables: A conceptual review. Organizational Research Methods, 1, 296-314.
12. Aguinis, H., & Pierce, C. A. (1998). Statistical power computations for detecting dichotomous moderator variables with moderated multiple regression. Educational and Psychological Measurement, 58, 668-676.
11. Aguinis, H., & Pierce, C. A. (1998). Testing moderator variable hypotheses meta-analytically. Journal of Management, 24, 577-592.
  - Reprinted in French in P. Laroche (Ed.) (2015). La Méta-Analyse: Méthodes et Applications en Sciences Sociales (pp. 59-76). Louvain-la-Neuve, Belgium: De Boeck.
10. Aguinis, H., Simonsen, M. M., & Pierce, C. A. (1998). Effects of nonverbal behavior on perceptions of power bases. Journal of Social Psychology, 138, 455-469.

9. Pierce, C. A. (1998). Factors associated with participating in a romantic relationship in a work environment. Journal of Applied Social Psychology, 28, 1712-1730.
8. Pierce, C. A., & Aguinis, H. (1997). Bridging the gap between romantic relationships and sexual harassment in organizations. Journal of Organizational Behavior, 18, 197-200.
7. Pierce, C. A., & Aguinis, H. (1997). Using virtual reality technology in organizational behavior research. Journal of Organizational Behavior, 18, 407-410.
6. Aguinis, H., Bommer, W. H., & Pierce, C. A. (1996). Improving the estimation of moderating effects by using computer-administered questionnaires. Educational and Psychological Measurement, 56, 1043-1047.
5. Pierce, C. A. (1996). Body height and romantic attraction: A meta-analytic test of the male-taller norm. Social Behavior and Personality, 24, 143-150.
4. Pierce, C. A., Byrne, D., & Aguinis, H. (1996). Attraction in organizations: A model of workplace romance. Journal of Organizational Behavior, 17, 5-32.
3. Aguinis, H., Pierce, C. A., & Quigley, B. M. (1995). Enhancing the validity of self-reported alcohol and marijuana consumption using a bogus pipeline procedure: A meta-analytic review. Basic and Applied Social Psychology, 16, 515-527.
2. Aguinis, H., Pierce, C. A., & Stone-Romero, E. F. (1994). Estimating the power to detect dichotomous moderators with moderated multiple regression. Educational and Psychological Measurement, 54, 690-692.
1. Aguinis, H., Pierce, C. A., & Quigley, B. M. (1993). Conditions under which a bogus pipeline procedure enhances the validity of self-reported cigarette smoking: A meta-analytic review. Journal of Applied Social Psychology, 23, 352-373.

### **Publications -- Book Chapters, Reviews, & Entries**

4. Pierce, C. A. (2017). Workplace romance. In S. G. Rogelberg (Ed.), SAGE Encyclopedia of Industrial/Organizational Psychology (2<sup>nd</sup> ed., pp. 1781-1783). Thousand Oaks, CA: Sage.
3. Aguinis, H., & Pierce, C. A. (2008). The frustrating search for interaction effects. In D. Barry & H. Hansen (Eds.), SAGE Handbook of New Approaches in Management and Organization (pp. 152-153). Thousand Oaks, CA: Sage.
2. Pierce, C. A. (2008). [Review of Borenstein, M., Hedges, L. V., Higgins, J. P. T., & Rothstein, H. R. (2006). Comprehensive Meta-analysis (Version 2.2.027)]. Organizational Research Methods, 11, 188-191.
1. Pierce, C. A., Muslin, I. S., & Huning, T. M. (2007). Workplace romance. In S. G. Rogelberg (Ed.), SAGE Encyclopedia of Industrial/Organizational Psychology (Vol. 2, pp. 900-902). Thousand Oaks, CA: Sage.

## Manuscripts Under Review and in Preparation

Baker, A. N., Doll, J. L., Kirk, J. F., & Pierce, C. A. (research design). Solo, serial, and parallel workplace romances: Implications for sexual harassment at work.

Cheung, H. K., Goldberg, C. B., Bowes-Sperry, L., & Pierce, C. A. (data collection). Judgments regarding sex-based harassment of uppity women and wimpy men: Influence of social identity and moral disengagement.

Gupta, V. K., Batra, S., & Pierce, C. A. (under revision). Effects of founder gender, workplace romance status, and policy fairness on recruits' evaluations of early-stage ventures. Manuscript invited to be revised and resubmitted for publication in Journal of Small Business Management. (1<sup>st</sup> R&R)

Kirk, J. F., Johnson, S. K., Keplinger, K., Arena, D. F., & Pierce, C. A. (under revision). Pretty and powerful?: The role of attractiveness and masculinity in the sexual harassment of women. Manuscript invited to be revised and resubmitted for publication in Journal of Management. (1<sup>st</sup> R&R)

## Grant Awards

National Institute of Mental Health, Grant #2R01MH45669-042A (Department of Health & Human Services, Public Health Service). AIDS Prevention Among Inner-city Women I (Supplement) (S.L. Young, PI; A.M. Babcock, Co-PI; C.A. Pierce, Statistical/Research Methods Consultant). October 1998-October 1999. Amount of award: \$64,085 (direct costs).

National Science Foundation (MONTS EPSCoR Program). Formation and Impact of Romantic Relationships in the Workplace (C.A. Pierce, PI). July 1998-June 1999. Amount of award: \$25,000.

College of Letters and Science (Research & Creativity Program, MSU). Dissolved Romantic Relationships in the Workplace: Effects of Romance Type, Romance Motive, and Rater Sex on Responses to a Sexual Harassment Incrimination (C.A. Pierce, PI). Fall 1996-Spring 1997. Amount of award: \$500.

University at Albany Benevolent Association. Attraction in the Workplace: An Examination of Antecedents and Consequences of Organizational Romance (C.A. Pierce, PI). Fall 1994-Spring 1995. Amount of award: \$355.

## Grant Proposals

Social Sciences and Humanities Research Council of Canada (Insights Grants). Isms and Schisms: Using Virtual Reality to Bring Research on Workplace Discrimination into the 21<sup>st</sup> Century (R. Steinbauer, PI; C.A. Pierce & A. Mantonakis, Co-PIs). Amount requested in October 2020: Can\$99,881. Status: not funded.

National Science Foundation (SES -- Law & Social Sciences Program; Decision, Risk, & Management Sciences Program). Jurors' Responses to Sexual Harassment Claims that Stem from Dissolved Workplace Romances: An Ethical Decision-Making Perspective (C.A. Pierce, PI; H. Aguinis, Co-PI). Amount requested in January 2010: \$172,128. Status: not funded.

## Honors & Awards

Dean's Service Award (2018-2019). Outstanding service as Associate Dean. Fogelman College of Business and Economics, University of Memphis.

Great Oaks Foundation Professorship (2013-2018). Fogelman College of Business and Economics, University of Memphis.

Academy of Management's Research Methods Division Robert McDonald Advancement of Organizational Research Methodology Award (2015) for: Aguinis, H., Pierce C. A., Bosco, F. A., & Muslin, I. S. (2009). First decade of Organizational Research Methods: Trends in design, measurement, and data-analysis topics. Organizational Research Methods, 12, 69-112.

George Johnson Preeminent Publication Award (2015, 2014, 2013; \$5,000 each) & Suzanne D. Palmer Preeminent Publication Award (2013; \$5,000). Fogelman College of Business and Economics, University of Memphis.

Suzanne D. Palmer Research Professorship (2011-2014; 2007-2008). Fogelman College of Business and Economics, University of Memphis.

PhD Student Research Mentoring Excellence Award (2014-2015; 2012-2013; 2011-2012). Fogelman College of Business and Economics, University of Memphis. (\$1,000 each)

Academy of Management's Research Methods Division Robert McDonald Advancement of Organizational Research Methodology Award (2009) for: Aguinis, H., Beaty, J. C., Boik, R. J., & Pierce, C. A. (2005). Effect size and power in assessing moderating effects of categorical variables using multiple regression: A 30-year review. Journal of Applied Psychology, 90, 94-107.

Journal of Organizational Behavior Best Paper Award (1996). Pierce, C. A., Byrne, D., & Aguinis, H. (1996). Attraction in organizations: A model of workplace romance. Journal of Organizational Behavior, 17, 5-32. (\$500)

## Conference Presentations & Proceedings

Zhou, S., & Kuykendall, L. (Authors & Moderators), Chen, G., McAbee, S., Pierce, C. A., & Thornton-Lugo, M. (Panelists) (2021, April). When infrastructure and ethics collide: A panel on ethical policy-making in higher ed. Panel discussion conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Gupta, V. K., Batra, S., & Pierce, C. A. (2019, June). When cupid strikes the entrepreneur: Effects of founder's workplace romance on recruits' intentions to join a new business venture. Paper presented at the meeting of the Eastern Academy of Management - International, Managing in a Global Economy XVIII, Dubrovnik, Croatia.

Gradus, A., Lahti, K., Landay, K., Ordaz, C., Pierce, C. A., & Simmons, R. (2019, April). Networking 101: Understanding the basics. Panel discussion conducted at the meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Leonel, R., Arena, D. F., & Pierce, C. A. (Authors), Allen, D. G., Boyd, B. K., Landis, R. S., & Short, J. C. (Panelists) (2018, August). Best practices in developing review papers. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

- Markin, E. T., Gupta, V. K., Pierce, C. A., & Covin, J. G. (2018, August). Entrepreneurial orientation, firm-performance, and the role of national culture. In S. Hensellek (Chair), Entrepreneurial orientation and performance. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- Smith, A. N. (Organizer), Brief, A. P., Chan-Serafin, S., Pierce, C. A., Johnson, S., Watkins, M. B., O'Leary-Kelly, A. M., & Bowes-Sperry, L. (Participants) (2018, August). #MeToo@AOM: Improving lives through critical conversations on oppressive sexuality at work. Caucus conducted at the meeting of the Academy of Management, Chicago, IL.
- Gupta, V. K., Batra, S., & Pierce, C. A. (2017, August). Effects of founder's workplace romance on recruits' intentions to join a business venture. In A. N. Smith & S. K. Johnson (Co-Chairs), Old meets new: A conversation between traditional and modern perspectives on social sexual behavior. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.
- King, D. R., Gupta, V. K., Baker, A., Tempio, M., Nalick, M. S., & Pierce, C. A. (2016, August). Impact of the disclosure of executive workplace social-sexual behavior on firm performance. In S. Brammer (Chair), Corporate malfeasance. Paper presented at the meeting of the Academy of Management, Anaheim, CA.
- Smith, A. N., Ehrhardt, K. P., & Pierce, C. A. (2016, August). Erotic capital in the workplace scale development and validation: Mitigating the perils of pretty. In S. K. Johnson & J. F. Kirk (Co-Chairs), The good, the bad, and the pretty: When and why attractiveness helps and hurts women. Symposium conducted at the meeting of the Academy of Management, Anaheim, CA.
- Smith, A. N., & Webster, B. D. (Organizers), Baker, A. N., Bowes-Sperry, L., Christian, M. S., Johnson, S. K., O'Leary-Kelly, A., Pierce, C. A., Rawski, S. L., & Watkins, M. B. (Participants) (2016, August). Continuing the conversation on social-sexual behavior in the workplace: Building research agendas. Caucus conducted at the meeting of the Academy of Management, Anaheim, CA.
- Bosco, F. A., Aguinis, H., Uggerslev, K. L., Steel, P., Singh, K., & Pierce, C. A. (2015, August). The one-minute meta-analyst: A metaBUS tutorial for synthesizing management research. Professional development workshop conducted at the meeting of the Academy of Management, Vancouver BC, Canada.
- Knapp, D. E., Pierce, C. A., & DuBois, C. L. Z. (2015, August). A proxemics and gateway theory-based typology of sexual harassment severity perceptions. In N. M. H. Carrim (Chair), Sexual harassment and mistreatment in the workplace. Paper presented at the meeting of the Academy of Management, Vancouver BC, Canada.
- Smith, A. N., & Webster, B. D. (Organizers), Berdahl, J. L., Bowes-Sperry, L., Breaux-Soignet, D. M., Christian, M. S., Cortina, L., Johnson, S. K., O'Leary-Kelly, A., Pierce, C. A., Rawski, S. L., Salvaggio, A. N., Sheppard, L. D., & Watkins, M. B. (Participants) (2015, August). Flirting with danger? Social sexual behavior in the workplace. Caucus conducted at the meeting of the Academy of Management, Vancouver BC, Canada.
- Bosco, F. A., Uggerslev, K. L., Steel, P., Aguinis, H., Field, J. G., Pierce, C. A., Munc, A. H., Daniel, J. M., Allen, D. G., Widlak, I., Sarkar-Barney, S. T., & Sriram, N. (2015, April). Using science-mapping and meta-analysis to bridge the scientist-practitioner divide. Panel discussion conducted at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bosco, F. A., Singh, K., & Pierce, C. A. (2014, May). Methods for assessing time-lag bias: Evidence from sixty meta-analyses. In S. Kepes & M. T. Brannick (Co-Chairs), Assuring the trustworthiness of cumulative scientific knowledge in I/O psychology. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

- Bosco, F. A., Aguinis, H., Singh, K., Field, J. G., & Pierce, C. A. (2013, August). Effect-size magnitude benchmarks: Implications for scientific progress and statistical inferences. In E. H. O'Boyle (Chair), Philosophy of science. Paper presented at the meeting of the Academy of Management, Orlando, FL.
- Field, J. G., Bosco, F. A., & Pierce, C. A. (2013, August). Variability in effect-size magnitude as a function of sample type. In C. W. Wiese & J. Marcus (Chairs), Investigating understudied moderators in meta-analysis. Symposium conducted at the meeting of the Academy of Management, Orlando, FL.
- Muslin, I. S., & Pierce, C. A. (2013, August). Racial discrimination allegations and workplace devaluation. In A. L. Simmons (Chair), Discrimination and harassment. Paper presented at the meeting of the Academy of Management, Orlando, FL.
- Bosco, F. A., Aguinis, H., Leavitt, K., Singh, K., & Pierce, C. A. (2013, April). I/O psychology's decline in effect-size magnitude over time. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Bosco, F. A., Field, J. G., & Pierce, C. A. (2012, August). Accommodational plasticity in organizational science: Impact of hypothesis framing on effect size. Paper published in the Academy of Management Best Paper Proceedings, Boston, MA.
- Bosco, F. A., & Pierce, C. A. (2012, April). Implicit and explicit attitudes as predictors of sexually harassing behavior. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Keim, A. C., Landis, R. S., & Pierce, C. A. (2012, April). Antecedents of job insecurity: A meta-analytic review. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Dalton, D. R., Aguinis, H., Dalton, C. M., Bosco, F. A., & Pierce, C. A. (2011, August). Revisiting the file drawer problem in meta-analysis. In A. P. Ammeter (Facilitator), Old problems and new avenues in organizational research. Paper published in the Academy of Management Best Paper Proceedings, San Antonio, TX.
- Pierce, C. A., Karl, K. A., & Brey, E. T. (2011, August). Role of workplace romance policies and procedures on individuals' job pursuit intentions. In B. W. Swider (Chair), New perspectives on employee recruiting. Paper presented at the meeting of the Academy of Management, San Antonio, TX.
- Aguinis, H., Bauer, T. N., Boyd, B. K., Joshi, A., Molloy, J. C., Mathieu, J. E., Payne, G. T., Pierce, C. A., & Short, J. C. (2011, April). Bridging micro and macro domains in I/O psychology. Panel discussion conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Pierce, C. A. (2010, October). Estimating interaction/moderating effects using multiple regression. Professional development workshop given at the meeting of the Southern Management Association, St. Pete Beach, FL. (co-sponsored by the Research Methods Division of the Academy of Management).
- Aguinis, H., Dalton, D. R., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (2010, April). Statistical and methodological myths and urban legends about meta-analysis. In C. E. Lance & R. J. Vandenberg (Co-Chairs), Statistical and methodological myths and urban legends: Part V. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Muslin, I. S., & Pierce, C. A. (2010, April). Effects of sexual harassment accusations on the falsely accused. In C. L. DuBois & D. E. Knapp (Co-Chairs), Sexual harassment: Some new perspectives on an old problem. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Aguinis, H., Dalton, D. R., Bosco, F. A., Pierce, C. A., & Dalton, C. M. (2009, August). Meta-analytic choices and judgment calls: Implications for theory and scholarly impact. In C. D. Nye (Chair), How choices affect outcomes: Measurement, model specification, and meta-analysis. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- Aguinis, H., Pierce, C. A., Bosco, F. A., & Muslin, I. S. (2009, April). Are methodologists listening? The case of organizational research methods. In J. M. Cortina (Chair), Grace to help in time of need!: I/O methodological developments. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Pierce, C. A. (2008, October). Estimating interaction/moderating effects using multiple regression. Professional development workshop given at the meeting of the Southern Management Association, St. Pete Beach, FL.
- Aguinis, H., Pierce, C. A., Bosco, F. A., & Muslin, I. S. (2008, August). First decade of Organizational Research Methods: Trends in design, measurement, and data-analysis topics. In H. P. Bowen (Chair), Recent developments in measurement. Paper published in the Academy of Management Best Paper Proceedings, Anaheim, CA. (finalist for the SAGE/RM Division Best Paper Award)
- Pierce, C. A., & Aguinis, H. (2008, August). Managing workplace romances: Best practice recommendations for HR leaders. In E. D. Scott (Chair), Legal issues for human resource management. Paper presented at the meeting of the Academy of Management, Anaheim, CA.
- Aguinis, H., Pierce, C. A., Bosco, F. A., & Muslin, I. S. (2008, July). Trends in research design, measurement, and analysis in the organizational sciences: The last decade. Plenary address given at the Global Congress of the Project Management Institute, Warsaw, Poland.
- Pierce, C. A. (2007, November). Estimating interaction/moderating effects using multiple regression. Professional development workshop given at the meeting of the Southern Management Association, Nashville, TN. (sponsored by CARMA, Virginia Commonwealth University)
- Aguinis, H., & Pierce, C. A. (2007, April). Correcting correlation coefficients attenuated from using coarse scales. In J. M. Cortina (Chair), A perfect and just weight, a perfect and just measure. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Aguinis, H., & Pierce, C. A. (2006, May). Computation of effect size for moderating effects of categorical variables in multiple regression. In D. A. Newman (Chair), Testing interaction effects: Problems and procedures. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Pierce, C. A., Muslin, I. S., Huning, T., & Aguinis, H. (2006, May). Critical review of sexual harassment legal cases involving workplace romance. In M. S. Stockdale (Chair), Sexual harassment of special and vulnerable populations in the workforce. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Pierce, C. A., & Aguinis, H. (2005, April). Ethical standards versus legal standards: Responses to sexual harassment claims stemming from dissolved workplace romances. In R. L. Wiener (Chair), Sexual harassment law and psychology: Agreements and disagreements. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Pierce, C. A., Block, R. A., & Aguinis, H. (2004, August). Cautionary note on reporting eta-squared values from multifactor ANOVA designs. In M. L. Williams (Chair), Issues in structural equation modeling and multifactor ANOVA. Paper presented at the meeting of the Academy of Management, New Orleans, LA.
- Aguinis, H., Beaty, J. C., Boik, R. J., & Pierce, C. A. (2004, April). Effect size and power in assessing moderating effects of categorical variables using multiple regression: A 30-year review. In J. M. Cortina (Chair), We know in part and prophesy in part: Supporting complex inferences in I/O. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Pierce, C. A., & Aguinis, H. (2004, April). Responding to sexual harassment complaints: Effects of a dissolved workplace romance on decision-making standards. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Aguinis, H., Sturman, M. C., & Pierce, C. A. (2002, April). Refining the integration of the Hunter-Schmidt and Hedges-Olkin meta-analytic approaches. In J. M. Cortina (Chair), ...in the hidden part, you will make me to know wisdom. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Aguinis, H., & Pierce, C. A. (2001, May). Pitfalls in estimating moderating effects: Implications for W&O psychology research and practice. In M. D. Hakel & H. K. Sinangil (Co-Chairs), EAWOP-SIOP joint session: Global needs and local realizations. Symposium conducted at the meeting of the European Association of Work and Organizational Psychology, Prague, Czech Republic.
- Aguinis, H., & Pierce, C. A. (2001, April). Pitfalls in estimating moderating effects: Implications for I&O psychology research and practice. In M. D. Hakel & H. K. Sinangil (Co-Chairs), EAWOP-SIOP joint session: Global needs and local realizations. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Aguinis, H., Sturman, M. C., & Pierce, C. A. (2001, April). Comparison of three meta-analytic procedures for estimating moderating effects of categorical variables. In J. M. Cortina (Chair), Method to our madness or madness in our methods?: A look back. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Hobfoll, S., Bansal, A., Schurg, R., Young, S., Pierce, C. A., Hobfoll, I., & Johnson, R. (2001, July). Impact of perceived child abuse on depression, anger and AIDS risk in Native American women. Paper presented at the meeting of the Stress and Anxiety Research Society, Mallorca, Spain.
- Pierce, C. A., & Aguinis, H. (2001, April). Romantic relationships in organizations: A test of a model of formation and impact factors. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Aguinis, H., Beaty, J. C., & Pierce, C. A. (2000, April). Statistical power of differential prediction analysis: A 30-year review. In F. L. Oswald (Chair), Differential prediction in personnel selection: Past, present, and future. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Aguinis, H., Petersen, S. A., & Pierce, C. A. (1999, April). Appraisal of the homogeneity of error variance assumption and alternatives to multiple regression for estimating moderating effects of categorical variables. In J. M. Cortina (Chair), Now I know my ABCs: Issues in MMR, MRCM, SEM, and VG. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Pierce, C. A., & Aguinis, H. (1999, August). A model of the link between workplace romance and sexual harassment. In D. E. Knapp (Chair), The changing nature of sexual harassment in organizations: A look at under-researched issues. Paper presented at the meeting of the Academy of Management, Chicago, IL.
- Pierce, C. A., & Aguinis, H. (1999, April). Understanding the link between workplace romance and sexual harassment. Roundtable discussion conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Pierce, C. A., Aguinis, H., & Kraiger, K. (1999, June). Link between dissolved workplace romances and sexual harassment in organizations. Paper presented at the meeting of the American Psychological Society, Denver, CO.
- Aguinis, H., Boik, R. J., & Pierce, C. A. (1998, April). Estimating the statistical power of differential prediction analysis. In J. M. Cortina (Chair), Greasing the wicket: Addressing some sticky issues in modern data analysis. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Pierce, C. A., & Aguinis, H. (1998, April). Integrating science and practice in I/O psychology: Managing workplace romances. Roundtable discussion conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Pierce, C. A., Aguinis, H., Adams, S. K. R., Taylor, S. M., & Schneider, L. A. (1998, August). Effects of a dissolved workplace romance and rater characteristics on judgments and responses to a sexual harassment accusation. Paper presented at the meeting of the Academy of Management, San Diego, CA.
- Aguinis, H., & Pierce, C. A. (1997, April). Statistical power of moderated multiple regression to estimate interaction effects. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Pierce, C. A., & Aguinis, H. (1997, April). Using virtual reality technology in psychological research. Paper presented at the meeting of the Rocky Mountain Psychological Association, Reno, NV.
- Aguinis, H., & Pierce, C. A. (1996, April). Heterogeneity of error variance and differential prediction: Clarifications, implications, and solutions. In M. J. Burke (Chair), Quantitative issues in personnel selection research and practice. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Aguinis, H., Pierce, C. A., & Veng, L. M. (1996, April). Consequences of female managerial influence style. Paper presented at the meeting of the Rocky Mountain Psychological Association, Park City, UT.
- Fox, T. M., & Pierce, C. A. (1996, June). Effects of music type and volume on task performance. Paper presented at the meeting of the American Psychological Society, San Francisco, CA.
- Pierce, C. A., & Aguinis, H. (1996, April). Formation and impact of workplace romances. Paper presented at the meeting of the Rocky Mountain Psychological Association, Park City, UT.

- Pierce, C. A., Aguinis, H., & Scott, T. D. (1996, June). Conditions under which workplace romances foster sexual harassment in organizations. Paper presented at the meeting of the American Psychological Society, San Francisco, CA.
- Aguinis, H., Adams, S. R., & Pierce, C. A. (1995, April). A test of gender congruency theory regarding the use of managerial influence tactics. Paper presented at the meeting of the Eastern Psychological Association, Boston, MA.
- Aguinis, H., Bommer, W. H., & Pierce, C. A. (1995, April). Improving the estimation of moderating effects. Paper presented at the meeting of the Eastern Psychological Association, Boston, MA.
- Aguinis, H., & Pierce, C. A. (1995, April). Combating heterogeneity of residual variance in moderator variable detection. Paper presented at the meeting of the Rocky Mountain Psychological Association, Boulder, CO.
- Pierce, C. A., & Aguinis, H. (1995, April). Predicting romantic relationships in the workplace. Paper presented at the meeting of the Rocky Mountain Psychological Association, Boulder, CO.
- Pierce, C. A., Aguinis, H., & Simonsen, M. M. (1995, June). Nonverbal behaviors affect perceptions of power bases. Paper presented at the meeting of the American Psychological Society, New York, NY.
- Pierce, C. A., Hogben, M., & Byrne, D. (1995, March). A method for visually displaying non-causal factor-analytic solutions. Paper presented at the meeting of the Eastern Psychological Association, Boston, MA.
- Aguinis, H., & Pierce, C. A. (1994, July). Detecting moderator variables meta-analytically: An integration of two approaches. Paper presented at the meeting of the American Psychological Society, Washington, DC.
- Aguinis, H., Pierce, C. A., & Stone-Romero, E. F. (1994, April). Estimating the power to detect dichotomous moderators using multiple regression. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Pierce, C. A. (1994, April). A meta-analytic test of the male-taller social norm in mate selection. Paper presented at the meeting of the Eastern Psychological Association, Providence, RI.
- Pierce, C. A., Aguinis, H., & Byrne, D. (1994, July). Interpersonal attraction in the workplace: Antecedents and consequences of organizational romance. Paper presented at the meeting of the American Psychological Society, Washington, DC.
- Pierce, C. A., Aguinis, H., & Quigley, B. M. (1994, April). Does a bogus pipeline procedure improve the validity of self-reported alcohol and marijuana use?: A meta-analysis. Paper presented at the meeting of the Eastern Psychological Association, Providence, RI.
- Aguinis, H., Pierce, C. A., & Quigley, B. M. (1993, April). Detection of smoking behavior using a bogus pipeline procedure: A meta-analysis. Paper presented at the meeting of the Eastern Psychological Association, Arlington, VA.
- Pierce, C. A. (1991, April). The effects of physical attractiveness on dating choice: A meta-analysis. Paper presented at the meeting of Empire State Social Psychologists, Blue Mountain Lake, NY.

## Conference Symposia Chair, Discussant, and Panelist Roles

Panelist: *Advice from the SMA Fellows for Building Your Research Program.* Southern Management Association & CARMA. July 2021.

Coordinator/Moderator: *Professional Development Institute, SMA Fellows Session: Strategies for Balancing Research, Teaching, and Service.* Southern Management Association, Charlotte, NC, October 2016.

Panelist: *SMA Fellows Session: What Does the Future of our Profession Hold?* (Mark Gavin, Coordinator). Southern Management Association, Savannah, GA, November 2014.

Chair: *Approaches to Modeling: Bayesian, Computational, and Multinomial Logit.* Academy of Management, Philadelphia, PA, August 2014.

Speaker: *Professional Development Institute, Pre-Doctoral Student Consortium.* Southern Management Association, New Orleans, LA, November 2013.

Chair: *Research Methods: Best Papers in the Track.* Southern Management Association, Ft. Lauderdale, FL, November 2012.

Chair: *New Methodological Tools.* Academy of Management, Boston, MA, August 2012.

Discussant: *Response Rates, Measurement Development, Measurement Equivalence* (J. Gooty, Chair). Southern Management Association, St. Pete Beach, FL, October 2010.

## Invited Colloquia

Pierce, C. A. (2016, October). Current directions in research on social-sexual behavior at work. Department of Management, Trulaske College of Business, University of Missouri, Columbia, MO.

Pierce, C. A. (2016, April). A proxemics and gateway theory-based typology and model of sexual harassment severity perceptions in organizations. Department of Management, School of Business Administration, University of Mississippi, Oxford, MS.

Pierce, C. A. (2014, April). Current directions in workplace romance, sexual harassment, and applied methodological research. Department of Management, College of Business, Iowa State University, Ames, IA.

Pierce, C. A. (2011, March). Current directions in workplace romance and applied methodological research. Department of Management, College of Business and Economics, West Virginia University, Morgantown, WV.

Pierce, C. A. (2011, January). Current directions in workplace romance and applied methodological research. Department of Management, College of Business Administration, Kansas State University, Manhattan, KS.

Pierce, C. A. (2010, November). Ethical decision making in organizations. Society for Human Resource Management (SHRM) – Memphis Business Ethics Career Emphasis Group (CEG), Memphis, TN.

Pierce, C. A. (2009, September). HR managers' strategic ethical decision making. Society for Human Resource Management (SHRM) - Memphis, Memphis, TN.

- Pierce, C. A. (2008, February). Managing sexual harassment claims that stem from workplace romances. Dept. of Psychology, University of Memphis, Memphis, TN.
- Pierce, C. A. (2008, January). Formation, impact, and management of workplace romances. Area of Management, Rawls College of Business, Texas Tech University, Lubbock, TX.
- Pierce, C. A. (2006, December). Formation, impact, and management of workplace romances. The Business School, University of Colorado at Denver and Health Sciences Center, Denver, CO.
- Pierce, C. A. (2006, June). Responding to sexual harassment claims that stem from workplace romances: An ethical decision-making perspective. Society for Human Resource Management (SHRM) - Memphis, Memphis, TN.
- Pierce, C. A. (2005, March). Formation, impact, and management of workplace romances. Dept. of Psychology, University of Memphis, Memphis, TN.
- Pierce, C. A. (2004, April). Past, present, and future workplace romance research. Dept. of Management, Fogelman College of Business & Economics, University of Memphis, Memphis, TN.
- Pierce, C. A. (2004, March). Past, present, and future workplace romance research. Dept. of Psychology, University of Oklahoma, Norman, OK.
- Pierce, C. A., McClure, J. R., & O'Neal, A. D. (2002, February). What HR managers should know about workplace romance. Gallatin Valley Human Resources Association, Bozeman, MT.
- Pierce, C. A., & Hawkins, K. S. (2001, October). Strategies for personnel retention in organizations. AM 1450 KMMS & LC Staffing Service, Bozeman, MT.
- Pierce, C. A. (2000, December). Current directions in workplace romance research. Dept. of Psychology, San Diego State University, San Diego, CA.
- Pierce, C. A. (2000, December). Current directions in workplace romance research. Dept. of Psychology, Florida International University, Miami, FL.
- Pierce, C. A. (2000, November). Current directions in workplace romance research. Dept. of Psychology, Wayne State University, Detroit, MI.
- Pierce, C. A. (2000, January). Current directions in workplace romance and applied methodological research. School of Psychology, Georgia Tech, Atlanta, GA.
- Aguinis, H., & Pierce, C. A. (1996, November). Workplace romance: An underexamined organizational behavior. Dept. of Psychology, Colorado State University, Fort Collins, CO.
- Pierce, C. A. (1996, October). Interpersonal relationships in the workplace. Montana Society of Engineers, Bozeman, MT.
- Pierce, C. A. (1996, April). Understanding the formation and impact of workplace romances. Dept. of Psychology, University of Colorado at Denver, Denver, CO.
- Pierce, C. A. (1996, February). Workplace romance: Implications for organizations. ILX Lightwave Corporation & Gallatin Valley Human Resources Association, Bozeman, MT.

Pierce, C. A. (1995, October). Formation and impact of romantic relationships in the workplace. Dept. of Psychology, Montana State University, Bozeman, MT.

Pierce, C. A. (1995, May). Current issues in estimating moderating effects. Dept. of Psychology, Montana State University, Bozeman, MT.

Pierce, C. A. (1995, March). Attraction in organizations: Formation and impact of workplace romances. Dept. of Psychology, University at Albany-SUNY, Albany, NY.

### **Editorial Board Memberships & Guest Editorships**

1. Human Resource Management Review (HRMR) (2012 – 2020)
2. Journal of Business and Psychology (JBP) (2009 – present); Guest Co-Editor, special issue on "Nothing, Zilch, Nil: Advancing Organizational Science One Null Result at a Time" (June 2014)
3. Journal of Management (JoM) (2008 – present); Guest Co-Editor, special issue on "Walking New Avenues in Management Research Methods and Theories: Bridging Micro and Macro Domains" (March 2011)
4. Journal of Managerial Psychology (JMP) (2009 – present)
5. Organizational Research Methods (ORM) (2005 – 2017)

### **Ad Hoc Journal & Grant Proposal Reviewer**

Administrative Science Quarterly, Academy of Management Journal, Asia Pacific Management Review, Behavior Research Methods, Evaluation and the Health Professions, Group & Organization Management, Human Relations, Human Resource Management, Human Resource Management Journal, International Journal of Conflict Management, International Journal of Management Reviews, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Management Studies, Journal of Occupational and Organizational Psychology, Journal of Occupational Health Psychology, Journal of Organizational Behavior, Journal of Social Psychology, MIS Quarterly, Organizational Behavior and Human Decision Processes, Personality and Social Psychology Bulletin, Psychological Methods, Psychological Reports, Sex Roles, National Science Foundation

### **Professional Memberships & Positions Held**

#### Academy of Management (AOM) (Divisions: HR, OB, RM)

HR Division Program Committee (2006)

HR Division Doctoral Student Consortium, Presenter (2006-2008)

OB Division Program Committee (2001, 2004, 2005)

RM Division Program Committee (1998-2019)

RM Division Executive Committee: Treasurer (2003-2005), Program Chair-Elect/PDW Chair (2005-2006), Program Chair (2006-2007), Division Chair-Elect (2007-2008), Division Chair (2008-2009), Past Division Chair (2009-2010)

RM Division Distinguished Career Award Selection Committee (2002-2007)

RM Division Robert McDonald Award Selection Committee (2001-2006)

New Doctoral Student Consortium, Presenter (2007)

#### Society for Human Resource Management (SHRM)

SHRM-Memphis – Business Ethics Career Emphasis Group (CEG) (2010-2012)

Society for Industrial and Organizational Psychology (SIOP)

SIOP Program Committee (1998-2007)  
SIOP Strategic Program Planning Subcommittee (2005)  
SIOP Committee to review revised Standards for Educational and Psychological Testing (2011)  
SIOP Fellow, elected (2018-present)

Southern Management Association (SMA)

OB/OT/OD Program Committee (2000, 2002)  
HR/RM Program Committee (2005, 2012, 2016, 2017)  
Journal of Management Publisher Task Force (2010)  
Treasurer (2007-2010)  
Finance Committee (2010-2013)  
Best Overall Doctoral Student Paper Committee (2012, 2013)  
SMA Fellow, elected (2012-present)  
Fellows Nomination Committee (2014, 2015, 2016)  
Best Paper Committee, HR/RM Track (2016)  
Dean of Fellows, elected (2016-2019)  
PDI & Symposia Reviewer (2019)  
Hunt Sustained Outstanding Service Award Committee (2021)

**Promotion, Tenure, & Retention External Reviewer**

University of Texas at El Paso (2021), Morgan State University (2020), Mississippi State University (2019), Illinois State University (2019), Oklahoma State University (2018), University of Rhode Island (2018), University of Mississippi (2018), Elon University (2017), Saint Louis University (2017), Virginia Commonwealth University (2016), Temple University (2015), Oregon State University (2015), West Virginia University (2014), Northeastern University (2014), Louisiana Tech University (2013, two candidates), West Virginia University (2013), Wright State University (2012), Virginia Commonwealth University (2012), Kent State University (2012), University of Colorado Denver (2011), Cornell University (2010), Kent State University (2007)

**Media Cites**

The Economist, New York Times, USA Today, HR Magazine (Dec 2010, "Avoiding Bias in Pre-Employment Testing"), BizEd, Career Builder, Fast Company, Inside Higher Education, Psychology Today, Reliable Plant, Newswise, Women's Finance, China Daily, Billings Gazette, Bozeman Daily Chronicle, Herald Times, and numerous other newspapers and magazines

**Consulting -- Employment Discrimination and Negligent Hiring Litigation**

Expert Witness for Plaintiff: employed by Attorney-at-Law John A. (Jack) Irvine (Ballin, Ballin, & Fishman, P.C.) in a negligent hiring case; Wilborn v. City of Memphis (2010)

Expert Witness for Plaintiffs: employed by Attorney-at-Law David M. Sullivan in an age and race discrimination case; Garrett, Hopkins, & Walsh v. City of Memphis (2008)

**Consulting -- Areas of HR Management Expertise**

1. Workplace romance and sexual harassment in organizations
2. Managerial ethics & ethical decision making in organizations
3. Selection test bias & employee staffing decisions
4. Employment discrimination & statistical analyses (age, gender, race)

**Courses Taught Regularly & Teaching Effectiveness (U of Memphis, Fall 2004 – Fall 2017)\*\***

Fall 2007 – Fall 2017 (overall Mean = 4.78/5.00)

Undergraduate

MGMT 3215 -- Introduction to Human Resource Management (Mean = 4.83, Range 4.61-5.00)

MGMT 4260 -- Employee Staffing and Development (Mean = 4.79, Range 4.64-5.00)

Masters

MGMT 7250 -- Strategic Human Resource Management (Exec MBA; Mean = 4.50, Range 4.00-4.86)

Doctoral

MGMT 8220 -- Seminar in Human Resource Management (Mean = 4.78, Range 4.67-5.00)

MGMT 8921 -- Seminar in Research Methods (Mean = 5.00, Range 5.00-5.00)

**\*\*Effectiveness Scale:** 5 = *Excellent*, 4 = *Above Average*, 3 = *Average*, 2 = *Below Average*, 1 = *Poor*

Fall 2004 – Spring 2007

Undergraduate

MGMT 3215 -- Introduction to Human Resource Management (Mean = 1.21, Range 1.00-1.63)

MGMT 4260 -- Employee Staffing and Development (Mean = 1.63, Range 1.22-1.94)

Masters

MGMT 7220 -- Seminar in Human Resource Management (MBA; Mean = 1.45, Range 1.33-1.57)

Doctoral

MGMT 8220 -- Seminar in Human Resource Management (Mean = 1.50, Range 1.00-2.00)

**\*\*Effectiveness Scale:** 1 = *Excellent*, 2 = *Above Average*, 3 = *Average*, 4 = *Below Average*, 5 = *Poor*

**\*\*Areas of Teaching Expertise:** HR Management, Staffing Organizations, Employee Training & Development, Personnel Psychology, Organizational Behavior, Research Methods, Applied Statistics

**Selected Teaching Experience (1992 — 2017)**

Undergraduate

Industrial & Organizational Psychology

Introduction to HR Management

Employee Staffing; Training & Development

Statistical Methods for Psychology

Research Design & Analysis

Graduate

Seminar in HR Management (professional MBA)

Seminar in Strategic HR Management (executive MBA)

Seminar in HR Management (PhD)

Seminar in Personnel Psychology

Seminar in Research Methods (PhD)

## Graduate Students Trained

PhD Student Dissertation Committee Chair: Daniel Detwiler (2016-2022)

PhD in Business Administration (Management), University of Memphis

Bosco, Frank A. (2011, Summer). Ethical decisions about sexual harassment in organizations: Automatic, controlled, or both? Unpublished doctoral dissertation, University of Memphis, Memphis, TN. *Placement:* Assistant Professor of Management, Marshall University (position as of Fall 2013: Assistant Professor of Management, Virginia Commonwealth University)

Muslin, Ivan S. (2011, Spring). Effects of a sexual harassment or racial discrimination allegation on perceptions and workplace devaluation regarding the accused. Unpublished doctoral dissertation, University of Memphis, Memphis, TN. *Placement:* Assistant Professor of Management, Marshall University.

MS in Applied Psychology, Montana State University

Jessen, Paul L. (2005, Spring). Ethical decision making about sexual harassment complaints that stem from dissolved workplace romances: A policy-capturing approach. Unpublished master's thesis, Montana State University, Bozeman, MT.

Richmond, Amanda A. (2002, Fall). Critique of the theory of planned behavior in the context of environmental education programs. Unpublished professional paper, Montana State University, Bozeman, MT.

O'Neal, Ashley D. (2002, Spring). Framework for integrating workplace romance into sexual harassment training in organizations. Unpublished professional paper, Montana State University, Bozeman, MT.

McClure, Jamie R. (2002, Spring). Dissolved hierarchical workplace romances: Effects of illicitness of the romance, existence of a workplace romance policy, and type of harassing behavior on responses to a sexual harassment complaint. Unpublished master's thesis, Montana State University, Bozeman, MT.

Broberg, Brandee J. (2001, Spring). Dissolved hierarchical workplace romances: Effects of supervisor-subordinate reporting relation, romance type, and source of communication of romance motives on responses to a sexual harassment complaint. Unpublished master's thesis, Montana State University, Bozeman, MT.

Meeks, Dakota D. S. (2000, Spring). Native American women and AIDS-preventive behavior: A test of the information-motivation-behavioral skills model. Unpublished master's thesis, Montana State University, Bozeman, MT.

Taylor, Stacie M. (1999, Spring). A framework for proactively managing sexual harassment in organizations. Unpublished professional paper, Montana State University, Bozeman, MT.

Schneider, Laura A. (1998, Fall). Factors that predict propensity to use an employee assistance program. Unpublished master's thesis, Montana State University, Bozeman, MT.

## References\*\*

**Herman Aguinis, Ph.D.** (research colleague since 1990)  
Avram Tucker Distinguished Scholar & Professor of Management  
Chairperson, Dept. of Management  
School of Business  
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**David G. Allen, Ph.D. & SPHR** (former faculty colleague, FCBE, U of Memphis)  
Senior Associate Dean, Graduate Programs & Research  
Luther Henderson University Chair & Professor of Management  
Dept. of Management, Entrepreneurship, and Leadership  
Neeley School of Business  
Texas Christian University  
(901) 218-4648; david.allen@tcu.edu

**Damon M. Fleming, Ph.D., CFA, CMA** (former Dean, FCBE, U of Memphis)  
Dean & Professor of Accounting  
Orfalea College of Business  
Cal Poly  
(619) 403-1181; dmf@calpoly.edu

**Kurt Kraiger, Ph.D.** (current MGMT Dept Chair, FCBE, U of Memphis)  
Chair, Dept. of Management & Interim Associate Dean  
Professor of Management  
Fogelman College of Business and Economics  
University of Memphis  
(901) 678-3159; kurt.kraiger@memphis.edu

**Ronald S. Landis, Ph.D.** (former faculty colleague, CAS, U of Memphis)  
Nambury S. Raju Professor of Psychology  
Affiliate Professor, Stuart School of Business  
Illinois Institute of Technology  
(901) 606-3709; rlandis@iit.edu

**Robin Poston, Ph.D.** (former faculty & admin colleague, FCBE, U of Memphis)  
Dean, Moody School of Graduate and Advanced Studies  
Associate Provost for Graduate Education  
Southern Methodist University  
(901) 830-3718

**Christopher L. Shook, Ph.D.** (colleague in my academic discipline)  
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**References (Con't)\*\***

**Marla R. Stafford, Ph.D.** (former Interim Dean, FCBE, U of Memphis)  
Professor of Marketing  
Lee Business School  
University of Nevada, Las Vegas  
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**Adam Walker, Ed.D.** (former business development officer, FCBE, U of Memphis)  
Senior Associate Athletic Director, Development  
University of Memphis  
(901) 678-1720; awalker9@memphis.edu

\*\*additional references available upon request