

## STEPHEN E. HUMPHREY

Associate Professor, The Pennsylvania State University  
Department of Management and Organization  
Smeal College of Business  
University Park, PA 16802

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### EDUCATION

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- Ph.D. Michigan State University (2004)**  
Major: Organizational Behavior / Human Resource Management  
Minor: Industrial and Organizational Psychology
- B.S. James Madison University (1999)**  
Major: Psychology

### AREAS OF SPECIALIZATION

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Work Teams (Structure & Change); Work Design

### REFEREED JOURNAL PUBLICATIONS

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- Conlon, D. E., Tinsley, C. H., Humphrey, S. E., & Ellis, A. P. J. (in press). Is it sometimes better to receive than to give? Preferences for receiver roles over proposer roles in consumer behavior ultimatums. *Organizational Behavior and Human Decision Processes*.
- Wagner, J. A. III, Humphrey, S. E., Meyer, C. J., & Hollenbeck, J. R. (in press). Individualism-collectivism and team member performance: Another look. *Journal of Organizational Behavior*.
- Zinko, R. A., Ferris, G. R., Humphrey, S. E., Meyer, C. J., & Aime, F. (2012). The nature of personal reputation in organizations: Two complementary studies aimed at construct and criterion-related validity. *Journal of Organizational and Occupational Psychology*, 85, 156-180.
- Summers, J. K., Humphrey, S. E., & Ferris, G. R. (2012). Team member change, flux in coordination, and performance: Effects of strategic core roles, information transfer, and cognitive ability. *Academy of Management Journal*, 55, 314-338.
- Humphrey, S. E., Hollenbeck, J. R., Meyer, C. J., & Ilgen, D. R. (2011). Personality configurations in self-managed teams: A natural experiment on the effects of maximizing and minimizing variance in traits. *Journal of Applied Social Psychology*, 41, 1701-1732.
- Humphrey, S. E. (2011). What does a great meta-analysis look like? *Organizational Psychology Review*, 1, 99-103.
- DeRue, D. S., Nahrgang, J. D., Wellman, N. & Humphrey, S. E. (2011). Trait and behavioral theories of leadership: A meta-analytic test of their relative validity. *Personnel Psychology*, 64: 7-52.
- Jensen, J. M., Conlon, D. E., Humphrey, S. E., & Moon, H. (2011). The consequences of completion: How level of completion influences information concealment by decision makers. *Journal of Applied Social Psychology*, 41, 401-428.

- Hollenbeck, J.R., Ellis, A.P.J., Humphrey, S.E., Garza, A., & Ilgen, D.R. (2011). Asymmetry in structural adaptation: The differential impact of centralizing versus decentralizing team decision-making structures. *Organizational Behavior and Human Decision Processes*, 114, 64-74.
- Harrison, D. A. & Humphrey, S. E. (2010). Designing for diversity or diversity for design? Tasks, interdependence, and within-unit differences at work. *Journal of Organizational Behavior*, 31, 328-337.
- Aime, F., Meyer, C. J., & Humphrey, S. E. (2010). Legitimacy of group rewards: Analyzing legitimacy as a condition for the effectiveness of group incentive designs. *Journal of Business Research*, 63, 60-66.
- Humphrey, S. E., Morgeson, F. P., & Mannor, M. J. (2009). Developing a theory of the strategic core of teams: A role composition model of team performance. *Journal of Applied Psychology*, 94, 48-61.
- Beersma, B., Hollenbeck, J. R., Conlon, D. E., Humphrey, S. E., Moon, H., & Ilgen, D. R. (2009). Role negotiation in self-managed teams: The effects of history and composition on coordination and performance. *Organizational Behavior and Human Decision Processes*, 108, 131-142.
- Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., van Knippenberg, D., Ilgen, D. R., & Van Kleef, G. A. (2008). Facing differences with an open mind: Openness to experience, salience of intra-group differences, and performance of diverse work groups. *Academy of Management Journal*, 51, 1204-1222.
- Moon, H., Marinova, S. V., Hollenbeck, J. R. & Humphrey, S. E. (2008). Beneath the surface: Uncovering the relationship between extraversion and organizational citizenship behavior through a facet approach. *International Journal of Selection and Assessment*, 16, 143-154.
- Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2007). Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. *Journal of Applied Psychology*, 92, 1332-1356.
- Humphrey, S. E., Hollenbeck, J. R., Meyer, C. J., & Ilgen, D. R. (2007). Trait configurations in self-managed teams: A conceptual examination of the use of seeding to maximize and minimize trait variance in teams. *Journal of Applied Psychology*, 92, 885-892.
- Morgeson, F. P. & Humphrey, S. E. (2006). The work design questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*, 91, 1321-1339.
- Ellis, A. J. P., Humphrey, S. E., Conlon, D. E., & Tinsley, C. H. (2006). Improving customer reactions to brokered ultimatums: The benefits of prior experience and explanations. *Journal of Applied Social Psychology*, 36, 2293-2324.
- Johnson, M. D., Hollenbeck, J. R., Humphrey, S. E., Ilgen, D. R., Jundt, D. K., & Meyer, C. J. (2006). Cutthroat cooperation: Asymmetrical adaptation of team reward structures. *Academy of Management Journal*, 49, 103-119.
- Humphrey, S. E., Ellis, A. J. P., Conlon, D. E., & Tinsley, C. H. (2004). Understanding customer reactions to brokered ultimatums: Applying negotiation and justice theory. *Journal of Applied Psychology*, 89, 466-482.
- Humphrey, S. E., Moon, H., Conlon, D. E., & Hoffman, D. A. (2004). Decision making and behavioral fluidity: How focus on completion and emphasis on safety changes over the course of projects. *Organizational Behavior and Human Decision Processes*, 93, 14-27.

- Moon, H., Hollenbeck, J. R., Humphrey, S. E., Ilgen, D. R., West, B. J., Ellis, A. P. J., & Porter, C. O. L. H. (2004). Asymmetric adaptability: Dynamic team structures as one-way streets. *Academy of Management Journal*, 47, 681-695.
- Beersma, B., Hollenbeck, J. R., Humphrey, S. E., Moon, H., Conlon, D. E., & Ilgen, D. R. (2003). Cooperation, Competition, and Team Performance: Towards a Contingency Approach. *Academy of Management Journal*, 46, 572-590.
- Moon, H., Conlon, D. E., Humphrey, S. E., Quigley, N., Devers, C. E., & Nowakowski, J. M. (2003). Group structure and incrementalism in organizational decision-making. *Organizational Behavior and Human Decision Processes*, 92, 67-79.
- Moon, H., Hollenbeck, J. R., Humphrey, S. E., & Maue, B. (2003). The tripartite model of neuroticism and the suppression of depression and anxiety within an escalation of commitment dilemma. *Journal of Personality*, 71, 347-368.
- Humphrey, S. E., & Kahn, A. S. (2000). Fraternities, athletic teams, and rape: Importance of identification with a risky group. *Journal of Interpersonal Violence*, 15, 1313-1322.

## BOOK CHAPTERS

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- Morgeson, F. P., Humphrey, S. E., & Reeder, M. C. (2012). Team selection. In N. Schmitt (Ed.), *The Oxford Handbook of Personnel Assessment and Selection*. New York: Oxford University Press.
- Morgeson, F. P., & Humphrey, S. E. (2008). Job and team design: Toward a more integrative conceptualization of work design. In J. Martocchio (Ed.), *Research in Personnel and Human Resource Management* (Vol. 27, pp. 39-92). United Kingdom: Emerald Group Publishing Limited.
- Humphrey, S. E., Hollenbeck, J. R., Ilgen, D. R., & Moon, H. (2004). The changing shape of large scale programs of research: MSU-DDD as an illustrative example. In S. G. Schiflett, L. R. Elliott, E. Salas, & M. D. Coover (Eds.), *Scaled Worlds: Development, Validation and Applications*. (pp. 200-219). England: Ashgate Publishing Limited.
- Humphrey, S. E., Hollenbeck, J. R., Meyer, C. J., & Ilgen, D. R. (2002). Hierarchical team decision making. In G. R. Ferris, & Martocchio, J. J. (Eds.), *Research in Personnel and Human Resource Management* (Vol. 21, pp. 175-214). Oxford: Elsevier Science Ltd.

## OTHER PUBLICATIONS

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- Wagner, J. A. III, Meyer, C. J., Humphrey, S. E., & Hollenbeck, J. R. (2005). Effects of utilitarian and ontological individualism-collectivism on multitask performance in teams. *Best Paper Proceedings, 64<sup>th</sup> Annual Meeting of the Academy of Management*, Honolulu, HI.

## MANUSCRIPTS UNDER REVIEW

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- Aime, F., Humphrey, S. E., DeRue, D. S., & Paul, J. The riddle of heterarchy: Power transitions in cross-functional teams. *Academy of Management Journal* (revise & resubmit).
- Hambrick, D. C., Humphrey, S. E., & Gupta, A. The structural origins of interdependence in top management teams: When does executive group composition matter most (and least)? *Academy of Management Journal*.

## INVITED PRESENTATIONS

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Humphrey, S. E. (2011). Team staffing: Important considerations. Presented at NASA Workshop on Long Duration Space Exploration missions. Orlando, Florida.

## CONFERENCE PRESENTATIONS

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Aime, F., Humphrey, S. E., & Paul, J. B. (2011). The riddle of heterarchy: Power transitions in cross-functional teams. Presented at the 70<sup>th</sup> Annual Meeting of the Academy of Management, San Antonio, Texas.

Garza, A., Morgeson, F. P., Humphrey, S. E., & Nahrgang, J. D. (2011). Work design and the task context: The consequences of error criticality. Presented at the 70<sup>th</sup> Annual Meeting of the Academy of Management, San Antonio, Texas.

Summers, J. K., & Humphrey, S. E. (2010). The influence of team member change on flux in coordination and performance. Presented at the 69th Annual Meeting of the Academy of Management, Montreal, Canada.

Karam, E. P., Nahrgang, J. D., DeRue, D. S., Humphrey, S. E., & Juravich, M. F. (2010). The impact of leadership on organizational justice: A meta-analysis. Presented at the 69th Annual Meeting of the Academy of Management, Montreal, Canada.

Humphrey, S. E. (2010). The future of job design. Presented at the 69th Annual Meeting of the Academy of Management, Montreal, Canada.

Humphrey, S. E., Karam, E. P., & Morgeson, F. P. (2010). Towards a typology of team effectiveness: A meta-analytic review. Presented at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Humphrey, S. E. (2010). Archiving data: Pitfalls and possibilities. Presented at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

DeRue, D. S., Nahrgang, J. N., Wellman, N. M. & Humphrey, S. E. (2009). Trait and behavioral theories of leadership: A meta-analysis. Presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

Homan, A. C. & Humphrey, S. E. (2009). The role of one's position in diverse teams on perceptions of anticipated interaction. In S. Rispens & A. C. Homan (Chair). You see a bird and I see an airplane: Causes and consequences of asymmetric perceptions in teams. Presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

Aime, F. A., Meyer, C. J., & Humphrey, S. E. (2009). The legitimacy of team rewards and team effectiveness. Presented at the 24<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

DeRue, D. S., Nahrgang, J. N., Wellman, N. M. & Humphrey, S. E. (2009). Trait and behavioral theories of leadership: A meta-analysis. Presented at the 24<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Morgeson, F. P., Petersen, E., Humphrey, S. E., & Mannor, M. J. (2009). Antecedents and consequences of team leader adaptability. Presented at the 24<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Munyon, T. P., Humphrey, S. E., & Morgeson, F. P. (2009). Interactive work design: Examining individual responses to work characteristics. Presented at the 24<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Meyer, C. J., Humphrey, S. E., & Conlon, D. E. (2007). What you see is what you get: Antecedents, moderators, and outcomes of justice expectations. Presented at the 66<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- Humphrey, S. E., Summers, J. K., Morgeson, F. P., & Ilies, R. (2007). Team composition, role negotiation, and information exchange: Creating and developing a context for information exchange in teams. In S. E. Humphrey (Chair), Information exchange in teams. Presented at the 22<sup>nd</sup> Annual Conference for the Society for Industrial and Organizational Psychology, New York, NY.
- Aime, F., Wiseman, R. M., & Humphrey, S. E. (2006). Looking inside alliance performance: Reconciling conflicting explanations of the value of alliance network structure. Paper presented at the 26<sup>th</sup> Annual Meeting of the Strategic Management Society, Vienna, Australia.
- Mishina, Y., Summers, J. K., Humphrey, S. E., Conlon, D. E., & Morgeson, F. P. (2006). What you see and who you are: Effects of visibility and status on change evaluations. Paper presented at the 26<sup>th</sup> Annual Meeting of the Strategic Management Society, Vienna, Australia.
- Summers, J. K., Humphrey, S. E., & Mishina, Y. (2006). A model of the independent and interactive effects of role and member change on team effectiveness. Paper presented at the 65<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.
- Mishina, Y., Summers, J. K., Humphrey, S. E., Conlon, D. E., & Morgeson, F. P. (2006). What you see and who you are: Effects of visibility and status on change evaluations. Paper presented at 22<sup>nd</sup> Annual European Group for Organizational Studies Conference, Oslo, Norway.
- Ellis, A.P.J., Li, A., Hollenbeck, J.R., Ilgen, D.R., & Humphrey, S.E. (2006). The asymmetrical nature of structural change in teams. In C. J. Resick (Chair), Team adaptation to environmental forces: Current research and theory. Presented at the 21<sup>st</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Dallas, TX.
- Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2006). Case closed? Toward a new conceptualization of work design: A meta-analytic summary and theoretical extension. In F. P. Morgeson (Chair), Innovations in work design: Going beyond the usual suspects. Presented at the 21<sup>st</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Dallas, TX.
- Morgeson, F. P. & Humphrey, S. E. (2006). The work design questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. In F. P. Morgeson (Chair), Innovations in work design: Going beyond the usual suspects. Presented at the 21<sup>st</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Dallas, TX.
- Summers, J. K. & Humphrey, S. E. (2006). Deviations from rational decision-making: An interactive approach. Paper presented at the 21<sup>st</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Dallas, TX.
- Wagner, J. A. III, Meyer, C. J., Humphrey, S. E., & Hollenbeck, J. R. (2005). Studies of Individualism-Collectivism: Effects of Utilitarian and Ontological Differences among Individuals on Multitask Performance in Teams. Paper presented at the 64<sup>th</sup> Annual Meeting of the Academy of Management, Honolulu, HI.

- Conlon, D. E., Tinsley, C. H., Humphrey, S. E., & Ellis, A. J. P. (2005). Structural differences in electronically mediated ultimatum negotiations. Poster presented at 18<sup>th</sup> Annual Conference of the International Association of Conflict Management, Seville, Spain.
- Derue, D. S., Morgeson, F. P., Ilies, R., & Humphrey, S. E. (2005). Changes in person-team fit as a function of positive affect: A longitudinal study of fit in the team context. Paper presented at the 20<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Ellis, A.P.J., Hollenbeck, J.R., Ilgen, D.R., Humphrey, S.E., & Li, A. (2005). Internal and external fit in decentralized team structures: Beyond empowerment. Paper presented at the 20<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., van Knippenberg, D., Jundt, D. K., Meyer, C. J., & Ilgen, D. R. (2005). Diversity in teams: How reward structure and openness to experience can influence categorization and performance. In D. van Knippenberg (Chair), Diversity and decision making. Presented at the 20<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Los Angeles, CA
- Humphrey, S. E., Morgeson, F. P., & Mannor, M. J. (2005). The role of core and non-core team members in performance. Paper presented at the 20<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Ilies, R., Morgeson, F. P., Humphrey, S. E., & DeRue, D. S. (2005). Leader-follower emotional contagion in small teams: A longitudinal study of team formation and performance. In D. Van Knippenberg (Chair), Leadership, affect, and emotions. Presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Jundt, D. K., Ilgen, D. R., Hollenbeck, J. R., Humphrey, S. E., Johnson, M. D., & Meyer, C. J. (2005). The impact of hybrid team structures on performance and adaptation. Paper presented at the 20<sup>th</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Humphrey, S. E., Meyer, C. J., & Conlon, D. E. (2004). The impact of disclaimers and customer self-efficacy on reactions to brokered ultimatum games. Presented at the 63<sup>rd</sup> Annual Meeting of the Academy of Management, New Orleans, LA.
- Johnson, M. D., Hollenbeck, J. R., Ilgen, D. R., Humphrey, S. E., Meyer, C. J., & Jundt, D. K. (2004). Cutthroat cooperation: Asymmetrical adaptation of team reward structures. Presented at the 63<sup>rd</sup> Annual Meeting of the Academy of Management, New Orleans, LA.
- Morgeson, F. P., & Humphrey, S. E. (2003). Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure of work design. Interactive paper session presented at the 62<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA.
- Ellis, A. J. P., Humphrey, S. E., Conlon, D. E., & Tinsley, C. H. (2003). Improving customer reactions to brokered ultimatums: An application of justice theory. Presented at the 16<sup>th</sup> Annual Conference of the International Association of Conflict Management, Melbourne, Australia.
- Humphrey, S. E., Ellis, A. J. P., Conlon, D. E., & Tinsley, C. H. (2003). Customer reactions to brokered ultimatums: Integrating negotiation and justice theory. Presented at the 16<sup>th</sup> Annual Conference of the International Association of Conflict Management, Melbourne, Australia.
- Received "Outstanding Student Conference Paper" award at the conference.

- Humphrey, S. E., Ellis, A. J. P., Conlon, D. E., & Tinsley, C. H. (2003). Customer reactions to brokered ultimatums: Integrating negotiation and justice theory. Presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Humphrey, S. E., Hollenbeck, J. R., Meyer, C. J., & Ilgen, D. R. (2003). Leadership emergence and team success: The role of extroversion diversity. Presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Moon, H., Marinova, S., Humphrey, S. E., & Hollenbeck, J. R. (2003). Halos and horns: The suppression of facets of extraversion when predicting organizational criteria of interest. Presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Morgeson, F. P., & Humphrey, S. (2003). Making 360° matter: Program attributes and links to organizational outcomes. Practitioner forum co-chairperson at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Nowakowski, J. M., Conlon, D. E., Humphrey, S. E., & Moon, H. (2003). Does the completion effect extend to groups? Presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ellis, A. P. J., Hollenbeck, J. R., Ilgen, D. R., & Humphrey, S. E. (2003). The asymmetric nature of structural changes in command and control teams: The impact of centralizing and decentralizing on group outcomes. Paper presented at the 8<sup>th</sup> Annual International Command and Control Research Technology Symposium, Washington, DC.
- Beersma, B., Hollenbeck, J. R., Humphrey, S. E., Moon, H., Conlon, D. E., & Ilgen, D. R. (2002). Cooperation, competition, and team performance: Towards a contingency approach. Presented at Academy of Management Conference, Denver, Colorado.
- Humphrey, S. E., Moon, H., Conlon, D. E., Hoffman, D. A., (2002). Making progress in a progress decision: The role of level of completion and schedule on safety. Presented at Academy of Management Conference, Denver, Colorado.
- Beersma, B., Hollenbeck, J. R., Humphrey, S. E., Moon, H., Conlon, D. E., & Ilgen, D. R. (2002). Cooperation, competition, and team performance: Towards a contingency approach. Presented at the International Association for Conflict Management Conference, Park City, Utah.
- Porter, C. O. L. H., Humphrey, S. E., Hollenbeck, J. R., & Ilgen, D. R., Ellis, A. J. P., West, B. J., & Moon, H. (2002). External and internal misfit in teams: The role of backing up behaviors as structural workarounds. Presented at the Command and Control Research and Technology Symposium 2002, Monterey, CA: Naval Postgraduate School.
- Beersma, B., Humphrey, S. E., Moon, H., Conlon, D. E., Hollenbeck, J. R., & Ilgen, D. R. (2001). Conflict's consequences: The effects of social motive and resistance to yielding on group negotiations and its aftermath. Paper presented at the 14<sup>th</sup> conference of the International Association for Conflict Management, Paris, France.
- Moon, H., Conlon, D. E., & Humphrey, S. E. (2001). Baby steps: Incremental escalation in individual and group decision making. Presented at the 16<sup>th</sup> annual SIOP conference, San Diego, CA.
- Moon, H., Humphrey, S. E., & Maue, B. (2001). The mutual suppression of anxiety and depression within escalation decision-making dilemmas. Presented at the 16<sup>th</sup> annual SIOP conference, San Diego, CA.

Moon, H., Hollenbeck, J. R., Ilgen, D. R., West, B., Ellis, A., Humphrey, S., & Porter, C. O. L. H. (2000). Asymmetry in structural movement: Challenges on the road to adaptive organizational structures. Presented at the Command and Control Research and Technology Symposium 2000, Monterey, CA: Naval Postgraduate School.

## AWARDS & GRANTS

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**Outstanding Reviewer Award**, *Academy of Management Journal*, 2009-2010.

**Smeal Competitive Research Grant**, Pennsylvania State University, April, 2009.

**First Year Assistant Professor Grant**, Florida State University, May, 2005.

**Richard J. Lewis Quality of Excellence Award**, Eli Broad College of Business, Michigan State University, 2004.

**Academy of Management Journal Best Paper Award**, for: "Cooperation, competition and team performance: Towards a contingency approach", *Finalist*, August 2004.

**Graduate School Dissertation Completion Fellowship**, Michigan State University, November, 2003.

**Outstanding Student Conference Paper**, International Association of Conflict Management, June, 2003.

## PROFESSIONAL ACTIVITIES AND AFFILIATIONS

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### Associate Editor:

- Organizational Psychology Review (2009-present)

### Editorial Board:

- Academy of Management Journal (2008- present)
- Journal of Applied Psychology (2008-present)
- Personnel Psychology (2010-present)

### Ad-Hoc Reviewer:

#### *Journals:*

- Academy of Management Journal (2004-present)
- Administrative Science Quarterly (2004-present)
- Journal of Applied Psychology (2004-present)
- Journal of Organizational Behavior (2007-present)
- Journal of Management (2005-present)
- Organizational Behavior and Human Decision Processes (2007-present)
- Personnel Psychology (2007-present)

#### *Conferences:*

- Academy of Management Conference – OB / Conflict Management Divisions
- Society for Industrial & Organizational Psychology Conference

### Society for Industrial and Organizational Psychology:

- Committee for the Lee Hakeel Graduate Student Scholarship (2008-2011)

### Associations:

- Academy of Management
- American Psychological Association
- Society for Industrial and Organizational Psychology

## MEDIA

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Humphrey, S. E., Morgeson, F. P., & Mannor, M. J. (2009) Developing a Theory of the Strategic Core of Teams: A Role Composition Model of Team Performance. *Journal of Applied Psychology, 94*, 48-61.

July – August 2008:

- *sbtv.com*  
Winning Teams in Baseball & Business: Core Players
- *Society for Industrial and Organizational Psychology*  
Core Role Holders Are Keys to Success
- *The Washington Times*  
At core, it's pitching

Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2007). Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. *Journal of Applied Psychology, 92*, 1332-1356.

September 2007- March 2008:

- *Mother Jones Magazine*  
Works Well with Others
- *Employers of America*  
Add Meaning to Jobs, Work Magic
- *Wisconsin Technology Network*  
Telecommuting: It takes discipline to work from home
- *Globe and Mail*  
Simplification and specialization: turnoffs for employees
- *Society for Human Resource Management*  
Simplifying Jobs Can Complicate Results, Research Finds
- *Gannett Newspapers* (including Poughkeepsie Journal; Asheville Citizen-Times; The Salt Lake Tribune; Indy Star; Courier Post; Clarion Ledger; Asbury Park Press)  
On the Job: Study reveals downfalls in work at home
- *Travel Professional*  
People Need People
- *Associated Content:*  
Study: What is the Best Work Environment?
- *Reliable Plant*  
Study examines effect of job simplification on productivity
- *DocuTicker*  
Integrating Motivational, Social, and Contextual Work Design Features: A Meta-Analytic Summary and Theoretical Extension of the Work Design Literature
- *PhysOrg*  
Working hard or hardly working? Researcher studies effects of job simplification on employee productivity
- *IT Business Edge*  
Job Satisfaction and Productivity  
Don't 'Dumb Down' Workers' Tasks Too Much, Warn Researchers
- *Management Issues*  
Is corporate America cutting its own throat?
- *Tendencias 21*  
Simplificar las funciones baja la productividad del trabajador
- *NJ.com*

- The Loneliness of the At-Home Worker
- *Infobildungsdienst*
  - Wie motiviert man MitarbeiterInnen?
- *KCSN radio*

## TEACHING EXPERIENCE

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### **Pennsylvania State University:**

- Negotiation and Conflict Management (Spring 2009 – present)
- Influencing Others (EMBA): Fall 2010
- Organizational Behavior (Fall 2008 – Fall 2009)
- PhD Student Colloquium (Fall 2010 – Spring 2010)

### **Florida State University:**

- Negotiation and Conflict Management (Fall 2006 – Spring 2008)
- Organizational Behavior (Fall 2004 – Spring 2006)

### **Michigan State University:**

- Organizational Behavior (Fall 1999– Summer 2001)

## DISSERTATION COMMITTEES

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James Summers (co-chair)

Paul Harvey

Robert Zinko

Ravi Gajendran

Jennifer Diamond

## WORK EXPERIENCE

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<b>Associate Professor – Pennsylvania State University, University Park, PA</b>	<b>May 2010– Present</b>
<b>Assistant Professor – Pennsylvania State University, University Park, PA</b>	<b>July 2008- May 2010</b>
<b>Assistant Professor – Florida State University, Tallahassee, FL</b>	<b>Fall, 2004- July-2008</b>
<b>Research Assistant – Michigan State University, East Lansing, MI</b>	<b>Fall, 2000- Summer, 2004</b>
<b>Teaching Assistant – Michigan State University, East Lansing, MI</b>	<b>Fall, 1999- Summer, 2001</b>
<b>Multimedia Department – IBM, Poughkeepsie, NY</b>	<b>Summer, 1999</b>
<b>Mainframe Operator – OAO, Poughkeepsie, NY</b>	<b>Summer, 1998</b>